PROCEEDINGS FIRST NATIONAL CONFERENCE DINING CAR EMPLOYEES

MASONIC TEMPLE 26th & BLONDO ST.

OMAHA NEBRASKA

OCTOBER 25th, 26th, 27th, 28th, 1937

AFFILIATED

HOTEL AND RESTAURANT EMPLOYEES INTERNATIONAL ALLIANCE

AND

BARTENDERS INTERNATIONAL LEAGUE OF AMERICA

AFFILIATED

AMERICAN FEDERATION OF LABOR

PREFACE

The preparation of these proceedings was done as expeditiously as possible. In outlining these proceedings, we have tried to give only the essential and important points spoken by the delegates. Pressed for time, handicapped by a lack of adequate resources to carry on the work of preparation of this report, with the thought ever in mind of getting these proceeding to the different locals as soon as possible, we recognize that this document must of necessity have some faults. We only hope that the faults will be minor and the number at a minimum.

All locals are urged to study this report most carefully. Please send all comments and notices of action taken on the report to the temporary Secretary-Treasurer, 705 Peralta Street, Oakland, California.

We feel that the Conference was a big step forward in the life of the thousands of dining car employees. We must make more steps and more steps before we can move forward to our goal of unity and uniformly better wages, hours and working conditions, backed by the thousands of dining car employees on the continent, backed by the tens of thousands of culinary workers in our International Union.

We take this occasion to greet dining car employees, in unions and out, on the various carriers throughout the nation. With your cooperation we will, and must, move forward, onward and upward.

Solon C. Bell, Temporary Chairman

Ishmael ~~P.~~ Flory, Temporary Secretary-Treasurer

PROVISIONAL COUNCIL OF DINING CAR EMPLOYEES Charter applied for under provisions of the Constitution of the Hotel and Restaurant Employees International Alliance and Bartenders League of America, as approved by the National Conference of Dining Car Employees, October 25-29, 1937 at Omaha, Nebraska

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PROCEEDINGS

Morning Session October 25, 1937 10-12 a. m.

The National Conference of Dining Car Employees was called to order by Solon C. Bell, President Local 465. Brother Bell opened with the following remarks:

(Summary) "This is a most momentous occasion in the lives of dining car employees. We are gathered here to form a movement that will serve to better the entire political, social and economic life of this class of employees through pooling our strength for collective action on a national scale. We are here concerned with unity and through unity, strength and progress. We hope that when we shall close the sessions of this conference, we shall go forth from here united and solidified to carry on the great tasks that are before us."

"It is fitting at this time that I introduce a man who has worked unceasingly in the interest of making this conference in Omaha a success and prepare the way for the best possible welcome and stay of the delegates. I want to introduce to you Brother Arthur H. Reed of Local 465, Chairman of the Arrangements Committee. Brother Reed."

Reed: We are glad to have the Conference of the Dining Car Employees in Omaha. We have done our best to make your stay during your deliberations here a pleasant one. If you see anything you need, if there is any assistance we can lend, call upon us. For entertainment and benefit we have arranged the following affairs: On Monday evening, October 25, 1937, a meeting will be held to organize a branch of the Negro National Congress of Omaha; Tuesday, October 26, 1937, 8 p. m. a general mass meeting for the citizens of Omaha at the Zion Baptist Church; Wednesday, October 27, an open forum will be held at the Y. W. C. A. at 8 p. m. with Mrs. Pullum in charge; and on the same night, Wednesday, from 10 p. m. until 2 a. m. the Convention Ball will be held st the Dreamland Hall. (Aplause)

Chairman: At this time brothers, I want to introduce the wife of one of our brothers from Local 465, Sister A. B. Goode.

Mrs. A. B. Goode welcomed the delegates and gave remarks of encouragement to the conference. She stated she was interested in newspaper writing and do all in her power to publicize the conference.

Chairman: I want to thank Mrs. Goode for her remarks. At this time I want to introduce a man who is in a large part responsible for this conference, the President of Local 456, that great progressive local in Oakland, California, Brother Joseph E. Easley. Brother Easley.

Easley: (Summary) "We should strive to be together on the most constructive points pertaining to the betterment of the condition of the dining car waiters.

Chairman: Thank you, Brother Easley. And brothers at this time I want to introduce Brother Ishmael P. Flory, a man who has worked incessantly in the interest of making this conference a reality. Brother Flory will give you a report on the work of the committee on the conference today. At this time I take great pleasure in presenting to you Brother Ishmael P. Flory.

Flory: Brother Chairman and fellow-delegates to this great National Conference of Dining Car Employees the idea of a National Conference of Dining Car Employees has been in the minds of the different dining car employee groups for a long time. While this idea may have been in the minds of a large number of groups, indicating in a measure the unity of feelings on the part of Dining Car Employee groups that something on a national scale must be done, it took Local 456 and 465 to make the conference idea a concrete reality. I am sure that these two locals are not seeking to pat themselves on the back, however.

In May of this year representatives of Local 456 and Local 465 came together to discuss some of the problems confronting dining car employees and the ways and means of copying with these dynamic and perplexing problems. Out of this get-together emanated the idea of calling together this great conference today.

And why the necessity for this conference? This conference grew out of the necessity of dining car employees to get together to meet such problems as low wages, job insecurity, speed-up, seasonal unemployment etc. This conference here today in recognition of these problems realizes the absolute necessity for uniting our groups and building a structure that can meet these problems.

During my recent tour, I have had the good fortune to contact the progressive leadership and a progressive rank and file of dining car employee unions. The one note that rings clearly in these groups is the need for a national unity. I hope that this conference and these delegates can set aside all differences and be prepared before they leave here to effect a structure that will be able to effectively combat the many fold problems facing us as a class of employees. Let us set aside all differences, let us leave this conference unitod and solitified and the common purpose of fighting to better the conditions under which we labor.

Chairman: Thank you, Brother Flory. I now declare the floor open for a discussion from you delegates on the problems that confront us, problems of organization and problems of organizational machinery. Too long have we been paying taxes without representation and without the necessary machinery to cope with our problems.

Griggs, McCain, Gravelli and Thompson took the floor and concurred in the remarks of the Chairman. The temporary Chairman then asked for the election of a permanent Chairman and a permanent Secretary for the Conference.

Metzel: Mr. Chairman, I suggest that the officers be elected on the third day of the Conference when all the delegates shall be assembled.

Flory: Mr. Chairman, it is customary to elect permanent officers of a conference on the first day. These officers only serve to preside over the conference and make the proceedings official and according to procedure of a deliberative and law-making body. I would suggest that the officers be elected at once.

Metzel: Mr. Chairman, I move that Brother Solon C. Bell be elected Chairman of the Conference.

Hargrove: Mr. Chairman, I second the motion.

Flory put the motion before the house. The motion passed and Bell took the chair again.

Easley: Mr. Chairman, I move that Brother Flory be elected secretary of the Conference.

McMurray: Mr. Chairman, I second the motion.

The Chairman put the motion. The motion passed. The Chairman then appointed the following Rules Committee: George Brown, chairman; S. E. Griggs; George W. Halsey. He then called for further expressions from delegates.

Simms: Mr. Chairman-----

He was interrupted by the Secretary who read the following telegram:

Oakland, California--October 25, 1937--Secretary National Dining Car--Employees Conference--2122½ No. 24th St.--Omaha, Nebraska--Local Joint Executive Board extends to you and through you to the officers and delegates in attendance fraternal greetings. John F. Miller, Secretary--1007 Broadway--Oakland, California.

Simms: (Summary) It is hard to get into the employees' heads that we must continue to fight in order to accomplish our goal.

Thompson of Boston, Hargrove of Los Angeles, Orme of Denver, Gravelli of Oakland, McCain of Denver and Griggs of Fortworth, Texas discussed in general the problems of working conditions pointing out that in some places they had become steadily worse since 1933; the problems of interesting the membership in the affairs of their respective organizations and the need for adequate national machinery to fight the carriers and to make possible the exchange of experience among the different groups. A militant note was struck by each of these delegates.

Chairman: I wish to emphasize that this conference is not alone for waiters but for entire dining car employee groups.

Brother Singletary from Texakana, Texas, spoke of the growth of his organization from 11 to 19 and the procurring of charter from the International and their procurring of a contract with the St. Louis and South Western Pacific. The Chairman then introduced Brother E. G. Scott, Vice-president of Local 465.

Brother Scott pointed out the need for the officers of the locals to know something about psychology in getting the members to come to meetings and that the officers needed both the moral and financial support of the members of their respective locals.

McCain: Mr. Chairman, why were Sections 20 and 21 eliminated from the International Constitution?

The Chairman asked Brother Metzel to answer the question. Brother Metzel pointed out that there should be no question of the organization of workers based upon race or creed, and that the preamble to the Constitution of the International covered the question of organizing qualified craftmen.

Brother Charles McMurry of Oakland, discussed the working conditions on Streamlined trains particularly those on the Union Pacific. Brother Metzel replied to Bro. McMurry to the effect that Local 351 treated each Streamline train separately from their contracts and negotiated new contracts as Streamline trains were put on the road.

Brother Baker asked why the dining car employees were not represented in A. F. of L. Railway Department when they negotiated in Chicago for the wage increase.

Metzel: The reason we were not represented is because we are not organized. I regret that this conference was not called a year ago. We might have been represented. Until we are organized we will not be represented.

Brother McCain at this point introduced a letter that he had received from Brother Hesketh, International Secretary, in reply to his request for information as to what was being done to have us represented with the fourteen non-operating groups. Brother Hesketh referred Brother McCain through a letter to the International Representative in Denver, apparently giving no satisfaction to his request.

Brother Metzel asked Brother McCain what reply he had received from the representative in Denver. Brother McCain replied that he had been told by the Denver Representative that the matter was still receiving consideration.

Brother Gravelli asked why we were designated as a non-operating group. Metzel replied that we were not a non-operating group, but were an operating group.

Flory: Mr. Chairman, the fundamental meaning of the question raised here has not been brought out sharply enough. Why haven't the dining car employees been able to establish an organization that could grapple with the problems. We must lay aside all personal problems and come to some agreement for the dining car waiters as a whole. Our trouble has been primarily due to the lack of organizational machinery to meet our problems. This lack has not been alone due to the failure on our part to unite in order to put pressure upon our International Organization but also to the failure of the International Organization to lend encouragement and assistance in the building of this united movement.

Halsey: It seems that the International does not know our problems and maybe they are not interested. I hope that we can lay aside all personal differences and come to some agreement for the dining car employees as a whole.

Flory: Mr. Chairman, I want at this point to remind the delegates to keep in mind all the things they are saying here so that the International Representative can hear them this afternoon.

Singletary: Mr. Chairman, I would like to know the difference between a cafe car menu and a dining car menu, with reference to price.

Metzl: Mr. Chairman, just what is Brother Singletary's position on the road?

Singletary: Mr. Chairman, my position is that of cook.

Brown: Mr. Chairman, in answer to Mr. Singletary's question I would like to say that it is impossible to give the different classifications between the cafe car menu and the dining car menu price.

Chairman: We are very fortunate in having with us a representative from our International Union, one who is cognizant of the numerous problems facing all dining car workers, who is at the present time General Chairman of Local 582 in the person of Brother Clarence R. Johnson. Brother Johnson will address us this afternoon.

Chairman: Brother Metzl we are asking that you give us a few enlightening and inspiring remarks this afternoon, also.

Chairman: At this time I would like to appoint the Credentials Committee. Bro. Thompson, Chairman, and Brothers Singletary and McCain to serve with him.

Brown: Mr. Chairman, I should like to request that the Rules Committee meet at 10 o'clock.

Chairman: We are pleased to see the Associate Editor of the Omaha Guide, Mr. S. E. Gilbert present.

Chairman: There being no further business, the meeting stands adjourned.

Afternoon Session October 25, 1937 2-5 p. m.

Chairman: The afternoon session of the National Conference of Dining Car Employees is now opened for business. Do we have any communications?

Flory: The following communications have been received: Grand Island, Nebraska October 25, 1937--Solon C. Bell--2122½ No. 24th St.--Permit me to extend the sincere greetings of the Nebraska Labor Movement to the first National Convention of Dining Car Waiters. May your deliberations be successful in materially aiding your worthy movement. Please reaffirm to your convention my promise that the good offices of the Nebraska Federation of Labor are available to them any time we can render service. We are glad to have your organization a part of our movement. Fraternally, Roy M. Brewer, President--Nebraska Federation of Labor.

Los Angeles, California--October 25, 1937--Solon C. Bell--2122½ No. 24th St.--Greetings to Conference. International will be represented by Clarence Johnson.--Edward Flore, General President.

Chairman: May we have roll called by the Secretary:

Flory called roll. Everybody present.

Chairman: Brother Clarence R. Johnson, our representative from the International Union will address us at this time.

Johnson: It is indeed an honor and a pleasure to meet and confer with you in this your first National Conference. I bring you greetings and best wishes from our International Union. It has been evident for a number of years that a disjointed movement of Dining Car Workers will not get the desired results. If we are to bargain, we must bargain collectively. We are an important unit in the transportation industry and as such we must pool our forces. In the recent wage increases, we were left on the fringe To counteract a like situation in the future, we must secure adequate legislation and an active International. By adequate legislation I mean, for example the National Pension Law, is inadequate to protect dining car employees. Proper legislation would amend that law to include proper compensation for dining car employees.

We have 23 groups organized in our International. Irrespective to groups, they want their interests protected. There is, I feel, a potential strength in the dining car employees and that strength can be utilized in protecting their interests. We must organize to force recognition. When we make a program, lets go down the line for it. We are here to shape policies. We should accept the challenge. Much can come out of it. (Roarous applause)

Chairman: We thank Brother Johnson for his encouraging and instructive remarks and are sure of our Internationals' and Brother Johnson's cooperation in this movement. We are to hear next from Brother Leo Metzl, General Chairman of Local 370.

Metzl: There are 14,000 dining car employees in the United States of America, yet we are the poorest paid in any class. Let us find the reason and cope with the situation. In 1934 I sought to procure a charter from the A. F. of L. for seven months to have a democratic organization. I come to this convention and find the delegates don't know where they are going. You delegates are here to get something out of this conference to take back with you to your respective locals. I heard one of the brothers mention conditions on the Streamline trains. Every time they put a Streamline train out of our district, we negotiate a new contract to cover those particular train We are supposed to work on a two hundred forty hour month. Dining car employees have only five days per year for themselves. We want the true eight hour day, 196 hours per month instead of nine hours and fifteen minutes per day. (loud applause)

Chairman: We appreciate the address coming from Brother Metzl and know that he is in full accord with any progressive movement for dining car workers. We have with us a Nationally and Internationally known leader among railroad workers in the person of Brother A. Philip Randolph, International president of the Brotherhood of Sleeping Car Porters. Realizing how important it is that our first move toward unity be the right move, we have asked that Brother Randolph advise with us. (standing applause)

Randolph: Mr. Chairman and Delegates to the National Conference of Dining Car Workers, greetings:

We have met here upon an auspicious and memorable occasion. Grave and momentous problems trouble the world. Grave and momentous problems trouble the workers. They trouble the Negro and white workers. They trouble the dining car workers.

These problems fall into three main catagories or groups:

1. Organization of the workers
2. Recognition of the workers' organization, that is, bonafide organizations by the employees.
3. Wage rates, hours of work and rules governing working conditions.

Now, the solution of these problems will provide the bases for:

1. A standard of living commensurate with decency, comfort, health and a finer cultural life.
2. Economic security and a measurable removal of the fear of unemployment and old age.
3. Industrial democracy and freedom on the job, which the worker has a voice in the determination of the vital conditions of the job and his general economic life.

Permit me, brother delegates, to observe, at this point, that the driving and determining force in the solution of the workers problems, in general, and the dining car workers in particular, is organization.

But it is not enough to say that organization is the remedy, for organization, itself, must take on definitely a certain shape and form which will meet the conditions with which the workers are confronted.

The histroy of the labor movement shows that the workers have changed the form of the structure of their unions from time to time. In the early nineteenth century in America and the eighteenth century in Europe, the pure and simple craft union, isolated in one locality, was the prevailing type. Later the several units of the particular craft were united in the city. And still later, the different and varying crafts of the city. And still later, the different and varying crafts of the city were united into a central body. As industry developed the same craft unions of the cities of a given state united, giving the particular craft union state wide jurisdiction. The process went on until the same craft unions of many states united, such as the Carpenters and Joiners, Hotel workers, Machinists, Locomotive Engineers, and Pullman Porters, which resulted in the creation of national and international craft and industrial union

State bodies grew up by federating the respective unions within the state, national, international, local federal and city central, bodies. And finally, a national federation of labor such as the American Federation of Labor, combining local federal, city central and state bodies, and national and international unions.

Each change in the development of the labor movement was a progressive step, which gathered new strength for the workers and enabled them the more effectively to grapple with their problems.

So must it be with the dining car employees.

What, now, is precisely the problem of the dining car employees?

The main and central problem is the existence of many isolated organized groups of dining car workers, that are too weak to protect and advance the basic interests of the dining car employees.

Some of these dining car employees' organizations are affiliated with the International Bartenders' League and some are not. Those that are affiliated have no definite working connection and hence there is no integration or coordination in activities or program among the dining car workers. What is the natural and inevitable conclusion? The answer is that as a result of this absence of integration and coordination of activity and program among the dining car employees, the great mass of dining car workers remain unorganized.

Therefore, the solution of the problems of the dining car workers as afore-enumerated, and in the light of the conditions herein indicated, the adoption in principle and broad outline of the following program will be required.

1. Integration and coordination of the established and the to be established dining car workers' organization into one common body and under one common head.

2. Uniformalization of the wage contracts of dining car workers on the respective railroads throughout the country.

3. The centralization of the function and power to adjust grievances and claims of the dining car workers' union before the National Railroad Adjustment Board, and to negotiate wage contracts with the carriers into one common national adjustment board and agreement committee whose headquarters shall be in Chicago.

4. The creation of a national fund to finance mass organization of the dining car workers, the adjustment of grievances and claims before the National Railroad Adjustment Board and the negotiation of wage agreements.

5. The establishment of a national organ in the form of a four page paper specifically devoted to the task of keeping the dining car workers informed of the problems that affect all dining car workers, and of the progress made in the negotiation of wage contracts and the settlement of grievances and claims for the dining car men, as well as to educate the dining car employees in the development and maintenance of high service standards and discipline.

Such an organ can also serve as a powerful agency in organizing the unorganized dining car employees. Now, a word as to how this program, specifically, is to be worked out.

First, what of organization?

The proposal:

1. That a National Council of Dining Employees be established. Its name for the want of a better may be: The National Council of Dining Car Employees.

   Composition:

   1. President-----Vice-President
   2. Secretary-Treasury
   3. Executive Board
   4. Adjustment Board
   5. Wage Agreement Committee
   6. Organization Committee
   7. Editorial Board and Editor of National Organ

The Status of

The National Council of Dining Car Employees.

The Council shall embrace one delegate for each 100 financial members or for 25 financial members or more, of a dining car employees' union, excepting that no dining car employees union shall be denied one delegate to the council.

Out of the delegates to the Council the officials and members of the various boards and committees shall be selected, such as the President, Vice Presidents, Secretary-Treasurer, Executive Board, Adjustment Board, Agreement Committee, Organization Committee and Editorial Board and Editor.

Purpose and conduct of Council

The Council should meet in convention once a year and formulate laws, resolutions and regulations, not in conflict with the International Hotel and Restaurant Employees', International Alliance and Bartenders' International League of America, for the government of the Council.

How shall the Council be maintained

Finance

Fifteen (15) cents should be paid by each Dining Car Employees' Union for each financial member into the Council to finance the carrying out of its program and the maintenance of the Council.

I understand that 10 cents is now being paid by each Dining Car Employees' Local into a joint board for each member of the local, but this joint board is composed of other workers besides dining car workers, and the handling of the problems of the dining car workers is not the specific duty of this body.

Now, instead of paying 10 cents into the city Joint Board, the 10 cents with an additional 5 cents will be paid into the Council from the dining car employees' unions all over the country that are affiliated with the International Hotel and Restaurant Employees' Alliance and International Bartenders League.

There shall be no change in the payment of the regular per-capita tax of 25 cents by the dining car employees' locals for each financial member to the International Hote and Restaurant Employees' Alliance and International Bartenders' League. There shall b no change in allegiance.

President

There shall be a president of the Council whose duties shall be, primarily to direct the affairs of the Council and lead the campaign of organization, preside at the annual conventions of the council and the meetings of the Executive Board.

Vice-Presidents

There maybe one or more vice-presidents, who shall shall serve in the absence of the President.

Secretary-Treasurer

The Secretary-Treasurer shall handle the funds of the Council, make reports to the annual conventions and the meetings of the Executive Board. He should be bonded.

Executive Board

The Executive Board shall manage the affairs of the Council in cooperation with the President and Secretary-Treasurer during the interim of conventions.

Adjustment Board

The duties of the Adjustment Board shall be to handle grievances and claims only before the National Railroad Adjustment Board, after the grievance or claim has passed through the proper stages from the local superintendent of the dining car department.

Agreement Committee

The duty of the Agreement Committee shall be to negotiate wage agreements and watch the policing thereof in cooperation with the President and Secretary-Treasurer.

Organization Committee

The duty of the Organization Committee shall be to project and carry through the plans to organize the unorganized dining car workers in the United States and Canada.

This Committee should include a representative from each dining car employees' local in the country affiliated with the International Hotel and Restaurant Employees' Alliance and International Bartenders League.

The dining car workers of the country should be divided into regions, over which should be placed regional organizers under the direction of the Organization Committee, which shall be responsible to the executive Board and the President who are in turn responsible to the National Council and the Annual Convention.

Since this nation-wide organization campaign will require extensive funds; funds should be raised from the following sources:

1. Assessment of $1.00 on each dining car employee, to be paid for ten months and to be paid by the dining car employees' local.
2. Contribution to the National Fund for organizing purposes of $10,000, by the International Hotel and Restaurant Employees' Alliance and International Bartenders' League. This contribution should be requested by this conference.

Editorial Board

There should be an Editorial Board to formulate and govern the policy of the National paper and to which the Editor should be immediately responsible, which in turn, shall be responsible to the Executive Board of the Council and the President.

By-Laws

A few simple by-laws should be formulated and adopted that are not in conflict with the constitution and by-laws of the International Hotel and Restaurant Employees' Alliance and Bartenders League for the regulation and guidance of the officers, committees, boards and conventions of the National Council of Dining Car Employees.

Now, what is the fundamental purpose of a national set-up of dining car workers? The answer is to build power. Power can only be built by organization of the unorganized dining car employees. The unorganized dining car workers can only be organized through some national set-up of dining car workers, effected by an organic and basic amalgamation of these various, separate dining car workers' organized units through out the country. This can only be done through some definite organizational structure such as afore-indicated. This cannot be done by statements or even by paid organizers though valuable, that are sent out by the International Bartenders League. This fact ought to be too obvious to need debate.

A national set-up of dining car workers is fundamentally necessary and indispensable because the dining car workers must grapple and deal with a national set-up of the dining car workers must be co-extensive with that of the carriers for which they work. All of the carriers for which dining car employees work are members of the Association of Railway Executives.

And even if the dining car workers wanted to join the Railway Department of the A. F. of L. or the Association of Railway Labor Executives, they would be ineffective and helpless as isolated separate organized dining car groups, if, indeed they could join at all.

With a national organizational structure for the dining car workers, the unorganized dining car employees can be organized. Without it, they cannot be organized. Without the organization of the unorganized dining car workers, the existing dining car employees' unions will be a mere gesture, a shadow, helpless, and practically hopeless. They will be helpless and hopeless because they are weak and the carriers respect nothing but power, and power grows out of the mass organization of the unorganized dining car men. Today only the surface of the organization of the dining car workers in America has been touched. The job is yet to be done. It lies before you. Nobody can do it but you, dining car employees, and you cannot do it except through and with the proper instrument, namely a national set-up.

This program ought not to, and will not be in conflict with International Hotel and Restaurant Employees Alliance and International Bartenders League since by organizing the unorganized dining car workers, a larger per capita tax will be paid the International. No tax is diverted from it. No allegiance is changed.

Through a national set-up, your wage movement to get the wage increase, secured by the national railroad organizations, can be more effectively and successfully executed. A movement to secure shorter hours will gather power.

Finally, the work of building this national set-up should move forward without undue delay, for the following reasons:

1. It may soon be too late to press for the wage increase other national railroads received, because an industrial and financial recession may set in at any time which will give the carriers a good excuse to cry for retrenchment in outlays.

   Moreover, no one can tell what the internationat situation holds.

2. The workers in America must build their unions in the next two or three years if they would be able to withstand a probable wave of reaction, and if they would take advantage of the Roosevelt pro-organized labor era. It is quite possible that at the end of the next three years, the public spirit for organized labor may have spent itself and labor will find itself fighting a harder up-hill battle. Already the Liberty League, the United States Chamber of Commerce, The National Manufacturers' Association and the "die hard Tory" Senators and Congressmen are demanding the incorporation of trade unions, compulsory arbitration, limitation of the right to strike and a general curbing of labor on the grounds that it is irresponsible and lawless. This is just the beginning. Undoubtedly, this movement will grow unless the workers are ever vigilant and aggressive.

Thus, you must act. Delay is dangerous. It is unwise.

Permit me to make the following detailed suggestions:

1. That a resolution to establish a natural set-up of dining car workers be adopted.

2. That the headquarters of the national set-up be in Chicago for convenience of location.

3. That the Secretary-Treasurer be the only paid Officer to begin with.

4. That if necessary monies are not available, that loans be negotiated with the existing dining car employees' unions to finance the set-up until the tax machinery is perfected and adequate funds flow in which may happen in the next three months.

5. That the Executive Board, the President and Secretary-Treasurer, of the Council which may be elected, hold a meeting and procede immediately following this conference, to setting up the machinery and set it in motion forces to make a national dining car employees' movement a reality and success.

6. That you elect able, courageous and honest men to man the National Council of Dining Car Employees.

This, I know you will do. They are at hand.

Forward to a National Organization of Dining Car Workers!

Forward to the solidarity of dining car workers. The future belongs to you.

Chairman: Calling for the report of the Rules Committee.

Brown: Report of Committee on Rules:

Rule 1. The Conference shall be called to order at 10:00 a.m. and remain in session until 12:30 p.m.; reassemble at 2:00 p.m. and remain in session until 5:30 p.m. (Note) When meetings have been arranged at night they shall be held as scheduled.

Rule 2. If a delegate, while speaking be called to order, he shall, at the request of the chair, take his seat until the question of order is decided.

Rule 3. Should two or more delegates rise to speak at the same time, the chair shall decide who is entitled to the floor.

Rule 4. Delegates desiring the floor shall give their name and the number of their Local.

Rule 5. All resolutions must be presented before the end of the morning session on Wednesday, October 27, 1937.

Rule 6. Delegates shall not speak more than once on any subject until all who wish to speak shall have an opportunity to do so.

Rule 7. A motion shall not be opened for discussion until it has been seconded and stated from the floor.

Rule 8. Upon request of 3 delegates the mover of a motion shall be required to reduce it to writing.

Rule 9. When a question is pending before the Conference no motion shall be in order except to adjourn, to refer, for the previous question, to postpone indefinitely, to postpone for a certain time, to divide or amend which motions shall have precedence in the order named.

Rule 10. A motion to lay on the table shall not be debatable.

Rule 11. That Roberts rules of order be used to decide all questions of procedure that may arise in this conference.

Your Committee submits this report and truly hopes it will serve the purpose.

Fraternally Yours,

George E. Brown Local 370
Chairman
S. E. Griggs Local 374
Geor. W. Halsey Local 465

Singletary: I would like to go on record as stating just here that I am in hearty accord with the suggestions by Brother Randolph.

Brown: I would like to suggest that we have a report from the Credentials Committee.

Chairman: Suggestion well taken. We will have the report from the Credentials Committee.

Thompson: As a partial report from the Credentials Committee we submit: Delegates registered, 16. Fees collected $16.00. Complete report later. I move that my report be adopted.

Brown: Second the motion. Motion carried.

Chairman: The following is the Ways and Means Committee: George E. Brown Chairman, Charles McMurray, Joseph E. Easley, Leo Metzl, Clarence Johnson, Charles Mitchell and S. E. Griggs. Are there any further communications?

Flory: We have the following communications: Telegram: Grand Island, Nebraska--October 25, 1937--Dining Car Employees Convention Floor--Omaha, Nebraska Greetings Fellow-workers Press Local #456 Resolutions. signed--Co-workers: E. Jackson, John McCook, A. Gilmore, E. Johnson, S. E. Jordan, C. Williams, L. Henderson, R. Grimes, Thomas Jones, Frank Gilmore, David Thomas.

City of Saint Paul--Mark H. Gehan--Mayor--October 23, 1937--Messrs. M. V. Littlejohn and L. W. Stafford, N. P. Waiters & Porters Mutual Protective Assoc., Inc., Saint Paul, Minnesota. Gentlemen: May I extend through you to the Northern Pacific Waiters and Porters Mutual Protective Association, Inc., in convention at Omaha, the most cordial greetings of the City of Saint Paul, and best wishes for a successful convention. Yours very truly, M. H. Gehan, Mayor.

Ramsey County--Office of County Attorney--Saint Paul, Minnesota--October 23, 1937--Messrs. N. B. Littlejohn & L. W. Stafford--Northern Pacific Waiters and Porters--Mutual Protective Association, Inc., St. Paul, Minnesota--Gentlemen: It gives me a great deal of pleasure to express through you to the Northern Pacific Waiters and Porters Mutual Protective Association, who are assembling in convention in Omaha, my best wishes and the cordial greetings of the County of Ramsey for a very successful meeting. May you accomplish all the results you have in mind. Very sincerely yours, M. F. Kinkead, County Attorney.

We also have Resolution No. 6, National Machinery to Cope with Problems of Dining Car Employees, Resolution No. 44 Organization of all Culinary Workers, Regardless of Race or Creed, and Resolution No. 5, Resolution on Dining Car Department in the International, coming from Local #456 also Resolution No. 1, Resolution on 8 hour day and Resolution on Joint Board from Local #351. Copies of resolutions will be found in Appendix #3.

Chairman: The following will be the resolutions committee: Benard Gravelli, Chairman, John E. Hargrove, McGill Simms, Henry L. McCain, Maceo V. Littlejohn and Robert L. Singletary.

Metzl: I think this body should give a rising vote of thanks to Brother Randolph for his helpful suggestions. (Roarous applause body rising)

Chairman: No further business the meeting stands adjourned until 10 o'clock Tuesday morning.

Morning Session October 26, 1937 10-12 a. m.

Chairman: I now declare the National Conference of Dining Car Employees open for business. Do we have any communications?

Flory: We have resolution Number 9 request for financial assistance from our International, resolution number 7 urging closing split in labor movement and resolution number 10 Amalgamation of Dining Car Unions and one Union in each locality. Copies of said resolutions will be found in the report of the Resolutions Committee, Appendix #3. (referred to Resolutions Committee) Brother Chairman, I would like to suggest that the Resolutions Committee present the resolution on the Patterson Case to the Body.

Chairman: I am going to ask the Resolutions Committee to present the resolution on the Patterson Case at the earliest possible date. At this time, is there any further report from the Credentials Committee?

Thompson: A complete report of the Credentials Committee will be made tomorrow morning.

Chairman: I should like for someone to speak just at this point on the subject of equalizing wages, hours and working conditions. Mr. Johnson will you open the discussion?

Johnson: I beg to be excused because of a meeting of the Ways and Means Committee.

Chairman: We will expect you to speak later. Brother Brown.

Brown: I likewise would like to be excused for the same reason. Brother Chairman I move that the members of the Committee on Ways and Means be divided into two subsections and convene again at 11 o'clock in order that they will be able to make their report. Motion lost.

Metzl: I disagree with Brother Brown and Brother Johnson because it was understood that we were to meet at 9 o'clock and no one was here except me. We are here to confer on problems facing locals throughout the country and the time of the Conference should not be utilized in preparing reports.

Easley: I am of the same opinion as Brother Metzl.

Halsey: I heartily endorse the words of Brother Metzl and believe that the work of the Conference is more important. I move that the Conference continue in session and that the work of the committee be delayed.

Hargrove: I second the motion. (Motion carried)

Chairman: The Conference will continue in session and the committee delay its meeting.

Brown: Just a word of explanation. It was not my intention to be out of order but the committee actually has some concrete work before it and it must be done.

Flory: I think the general idea was to get a picture of the needs and desires of the various Unions in order that the Ways and Means Committee would have something tangible to work with.

Metzl: I must answer Browns statement of unreadiness. The Conference was called that we might be able to say what we want. Never-the-less, the Committees should not tell the Conference what to do, but the Conference tell the Committees what to do.

Johnson: I agree with Metzl but think Metzl has the wrong impression. It was not our intention to absorb the whole Conference's time.

McMurray: I move that the question on the above motion be stated again.

Flory: I second the motion.

Chairman: Brothers we are all here with an interest in the same things. We want all of our policies to be democratic. Therefore, we yield to the desires of the members and ask for a vote on recess the Conference. Again by a majority vote the Conference will continue in session. We will listen to a discussion on the problems of equal wages in all regions by Brother Johnson.

Johnson: Certain adjustments were needed after the year 1918. General order #27 sets up the general principle for setting-up the rates of pay. There was a difference in rates of wages in sections. For example, Eastern rates were superior to those of another section. In 1920 and 1921 all cases were carried to the old wage board and they gave the original working rules. Every road except the Pennsylvania observed these rules. Politics played a part in it. The Rock Island obtained a grant, granting a certain rate of pay. The Rock Island had higher rates of pay. The method of pay should not be based upon miles, but upon the necessary skill and the workers needs. In 1922 a decision called 1074 was handed down which has been a mystery to the people of today. 1074 granted to carriers the right to reduce basic rates of pay by 12½%. The outgrowth of this decision was the strike in 1922. The entire situation on the question of differential wage scales is one that the Conference should be concerned with. It is of first importance to the Conference. Wage levels should not be below a certain point. We are aware of the fact that it takes more money to live in some places than others.

Chairman: Are there any questions to ask Brother Johnson? If not, we will hear from Brother Brown.

Brown: There isn't much that I can add to what Brother Johnson has already said. There is an existing differential wage scale in New York. We have asked for a reduction in working hours, and New York Dining Car Department has practically accepted the reduction although the wage Conference has not been held. The selling price of any commodity depends upon the amount of labor put into that commodity. We must base ourselves on the amount of energy spent and the skill required to perform our work. We are concerned greatly with the reduction of hours for our basic month. Grievances should be given the Ways and Means Committee coming from all Delegates and the Ways and Means Committee could go into session and offer you a master agreement. Only by doing this can we settle our problems on a correct basis. The main thing is the amount of energy that we put forth to produce our work.

Chairman: Brother Metzl you give us your ideas on the subject.

Metzl: I highly appreciate the remarks by Brothers Johnson and Brown. In 1917 and 1918 the only local had 22 Dining Car localities. They had a large local in the City of Chicago. The local later had 36,000 members in the city of Chicago, controlled by conservatives, at that time there was also a radical element known as the Socialist group. There was a large local in New York representing Stewards only. A split came about in the Chicago Local. Some seceded and began to organize another organization. The matter of hours was put before the Labor Board that 240 hours was not an eight hour day. They were denied a change. We are not interested in incomes of the railroad or in getting business for it. My only interest in railroads is to get a living wage out of the bankers for the men I represent. Brothers Johnson, Bell and Brown know I vote for one thing--a universal wage for Dining Car Employees and a universal contract (applause) I believe in freedom and will not sign anything that will take local autonomy from the members. The delegates are sent here because their men want to know what is going on. Don't go back to the membership and say this is the proposition and you have to accept it. (applause)

Chairman: We thank Brother Metzl and the other Brothers, who have given us a resumé on the question of equalizing wages, hours and working conditions.

Chairman: We would like to hear how you Brothers of St. Paul feel.

Littlejohn: We are operating under the A. F. of L. Charter on the Milwauke running out of Chicago. The remainder of roads are under an independent company union. The Great Northern has been granted a better contract than we have on the Northern Pacific. The train porters suffered a reduction in salaries but have asked for a graduating wage scale based on a $78.50 salary. We have had no little difficulty in getting the proper recognition from the company. Our requests for hearings on numerous ocasions have been delayed and it has resulted in our having to make repeated requests. Our boys are very anxious that something tangible come out of this Conference in order that our driving force will be great.

Chairman: Thank you, Brother Littlejohn.

Flory: Brother Chairman I think the trouble with our wage scale is that each group has been bargaining for their wages independently, and have not had the power separately to force decent conditions. The entire situation would be clarified if we recognize the fact that differentials were not based on actual living costs, but on the bargains we as separate and weak groups were able to strike with the powerful carriers. We can solve these problems only by a group representation of Dining Car Employees all over the country, and that is the main purpose of this Conference.

Hargrove: Brother Chairman I have jotted down a few points that I think should be stressed in this Conference. They are; progression in rates of pay, uniformity in hours for work and wages. We must put forth a more vigorous effort in uniting our forces. We should go on record as stressing these facts in order to have something constructive when we return home.

Chairman: I am in accord with Brother Hargroves ideas and suggestions.

McCain: Our organization was organized in 1934. It was necessary to take 235 hours in order to secure a contract, yet we feel that since obtaining our contract we have accomplished quite a lot and advanced steadily. Out of this Conference must make or form policies for our future betterment. At this time I think it would be wise to appoint a committee on National Contracts. Maceo V. Littlejohn will be Chairman of that Committee; Geo. T. Brown, Clarence R. Johnson, Leo Metzl and Benard Gravelli will work with him.

Chairman: Do we have any announcements?

Brown: I would like for the Ways and Means Committee to remain at the close of the session.

Flory: The resolutions coming from the resolutions committee are important and we should make a better effort to give them more consideration.

Chairman: The reporter would like to interview some of the waiters who have waited on outstanding people tonite at the mass meeting. The ladies have been invited to meet with us at this afternoon's session. Don't forget the mass meeting tonite at Zion Baptist Church, 22nd and Grant Street, Pictures will be taken immediately after this session. Owing to the importance of the work of the Committee on our National Set-Up (Committee on Ways and Means) we will adjourn at this time until three o'clock this afternoon.

Afternoon Session Oct. 26, 1937 3-6 p. m.

Chairman: Meeting will now come to order. Brother Gravelli will you introduce Mrs. Massey?

Gravelli: We are unable to begin to appreciate the assistance of the Ladies Auxiliary in Oakland. They do a great deal more than we realize. I am sure you will be inspired by Mrs. Massey's address because it is essential that the ladies have an interest in our work. I take great pleasure in presenting to the Conference, Mrs. Jas. Massey of the Women's Auxiliary of Oakland, California.

Mrs. Massey spoke on the importance and value of Women's Auxiliaries and the role that women can play in the labor movement and in the interest of progress. She urged that dining car unions organize auxiliaries. Her speech was greeted with applause.

Chairman: We thank Mrs. Massey for her encouraging and inspiring remarks. Mrs. Slaughter, mother of Richard McCain of Local #465, is with us and we are asking that she say a few words to us.

Mrs. Slaughter: If I was a waiters wife, we would have an auxiliary here. My inability to get around easily keeps me from getting around to the wives here. What would the Union Pacific, Chicago North Western and Illinois Central be without the colored men today? I would be pleased to be a mother for an established auxiliary here. The women must take a share of the problems of the workers. Do you read your monthly magazine? Do you watch to see if you are advancing? Ask God if the men gathered here in Omaha will be able to do the work set for them to do. (applause)

Chairman: We appreciate the remarks coming from both Mrs. Massey and Mrs. Slaughter.

Easley: I also want to say a few words. Our Womens Auxiliary of Local #465 has been a great help in building our organization. They have stimulated the men to join the organization, to pay their dues and to take a more active and concerned part in our organization. I urge the locals represented here to take a more active part in building auxiliaries in their locals.

Chairman: The program for this afternoon includes a discussion of organization problems of Dining Car Employees. I'm going to ask Brother Flory of Local #456 to lead this discussion.

Flory: The discussion of organization problems for Dining Car Employees is a very important matter. First I'd like to say a word or two on the Women's Auxiliaries. It is more important today than ever in the history of men that women become conscious of the problems facing us as human beings. There are problems of unemployment, war, right to assemble and organize, and the right to a fair and equitable portion of the necessities and luxuries of life and if the men are to fight wages, an effective on these issues, they must have the cooperation of the womenfolk. The International Longshoremen and Warehousemen Union in San Francisco know how important the proposition is. Its womenfolk is the group that gives them moral courgae, and they are today holding up the torch of progress of the entire labor movement. (applause) I have a resolution dealing with the question of women's Auxiliaries. It will be referred to the Resolutions Committee. In regard to organization problems of Dining Car Employees, I think that I can speak humbly from some experience that Local #456 has had in the past two or three months.

Local #456 sent delegates to this Conference to make out a program and I hope that the Conference will close with a concrete program mapped out. The problem of organization is a most important one. In our local we have done the following things: published a regular periodical dealing with problems of our organization internally and with the Southern Pacific; organized shop stewards to be responsible for keeping the crews informed about the work and program of the organization, assist in collecting dues and urging members to attend meetings; held special educational meetings, presenting outstanding speakers who were sure to attract members to meetings. Our main approach has been to raise issues, live and real, that the men feel and will respond to and that will cause them to recognize the importance of building a powerful local organization. Members of the publicity committee of the Boston District Local #370, interest their members by posting one significant sentence from some article and in a notation refer the reader to the publication nearby containing the clippings and urging them to read the entire article. Everything we do is of vital interest now, for this Conference is an opportunity. It will be more difficult to attain our aims later. The stock market is now shaky; we don't know but what we are approaching a new depression. We are faced with a world crisis with 25 millions of unemployed. When we strive to bring workers into our organization we are doing something vital. Of course no matter how well we organize locally we recognize that we get no where fast unless there is a national machinery to deal with the problems of organizing dining car employees on a national scale. A program to deal with this problem would also help locally. We should have a national newspaper for Dining Car Employees that we may exchange experiences and also that we may educate the workers on some of the problems facing the labor movement and them as a group. This Conference will not be successful unless we lay the basis for a program to meet the organizational problems of dining car employees locally and nationally. In this we must have the assistance of Our Internation and all of the groups of Dining Car Employees. We must also have special organizers in the field. (applause)

Chairman: Problems of Dining Car men are important. If the locals will put all their strength into making their organizations a success, we will get somewhere. We will hear from the Resolutions Committee.

Gravelli: The Resolutions Committee submits the following report. We feel that Resolution #1 (Cf. Appendix No. III) will be of benefit to the employees and recommend its adoption. Adopted on motion. Resolution No. 2 (Appendix III), Committee recommend that this resolution be adopted. Recommendation seconded.

Flory: I think the best thing is to turn this resolution over to the Ways and Means Committee. If we adopt it, we may be acting contradictory to the rules of our International Union.

Halsey: Our International representative said that our Unions are not affiliated with city locals. I cannot see that any good can come out of this resolution. If this resolution kills the suggestion of Brother Randolph, I am not in favor of it.

Metzl: I am in favor of this resolution being referred to the Ways and Means Committee and I disagree with Halsey that the International does not compel locals to pay into the local joint board per capita tax.

Halsey. We have never paid any joint tax to the joint board.

Metzl: I still maintain that there is such a law, handed down to the Internationa Convention, page 22, section 85, and that is why that resolution was introduced into this Conference. You must pay into the local joint executive board.

Halsey: This law applies to hotel workers, not to railroad workers. President Flory said Railroad locals do not have to pay.

Brown: In New York, I work with eleven unions through the local joint executive board. The joint executive board took over the job of organizing on a city-wide scale The unions put up $50,000 and the International put up $50,000 for this purpose. They carried out a program of organization. What the Joint Executive board did in New York, we are trying to do on a National scale for Dining Car Locals. This resolution is in line with the proposal of Brother Randolph and also with the proposals that the Ways and Means Committee will bring to the meeting.

Flory: That is why I favored the delay on this resolution.

Chairman: It is the concensus of opinion that this resolution be delayed.

Gravelli: Resolutions number 3 and 5 have been combined. The committee recommend its adoption. Adopted by motion. Resolution number 4 is recommended for adoption by the committee. Adopted by vote, after the following discussion on the question.

Brown: When the International sees the purpose of the organization and organized and unorganized groups understand our aim, there will be little difficulty. In New York in Locals 4 and 22, we found there was a color clause in their by-laws in the bartenders locals. We had this clause of discrimination stricken out and the practice broken up. There are plenty of laws in our books to help us. We had section 21 and 22 stricken from the by-laws of our International Union and stressed section 23. When we set up a National Council of Dining Car Organizations shall we separate ourselves from city locals? If we isolate ourselves from the city and state labor bodies, it is still imperative that we get into these organizations and fight for our rights. We must see to it that the man in the restaurant and hotel be brought to a high standard of living. We must make ourselves felt in the city locals and legislatures. All we need do is apply ourselves to the laws of our International.

Halsey: The reason for this conference is because the International has failed to keep its promise to railroad workers. The question of the raise in pay is an example. Taxation without representation is the reason for this Conference. We are here to build an International Union for Dining Car workers. We have 4000 men organized and 10,000 unorganized.

Flory: In defense of the motion, I believe in working with other workers' organizations but laws are not always enforced as you know. We are living under a tyrannical situation. Our situation is well known in our International. On the west coast, unions discriminate against us; the International has had this matter brought to their attention, but they shout laws and don't enforce them.

Johnson: Brother Flory has said our International President winks his eye at our situation. Section 20 was removed from the constitution. This section permitted discrimination and it was not until 1936 that this clause was stricken out, because of lack of strength. Our argument was discrimination in our International caused discrimination in laws of locals. But removing section 20 did not solve the problem entirely. The Local Joint Board of Oakland allowed their own local to organize whites and suggested that we organize colored groups. We pointed out that racial organization was not the purpose of the International. It is right and fitting that this Conference of Dining Car Employees recognize the fact that we should pass resolutions here that we are very dubious about the enforcement of Law 20, and we are not blind, that this law must be observed and the locals that don't observe it, be expelled.

Metzl: As a delegate to the previous Conventions I always fought for the inclusio of all creeds in labor. I object to a speech made here that we are trying to isolate ourselves from central labor bodies. We are trying to keep in with these bodies but we don't want to be on the spot. We want voice and vote. I hear that there are laws passed by locals against the laws of our International. We know that by-laws must be approved by the President of the International. Doesn't the International know that these by-laws are there? I want the Resolution Committee to take that resolution back, and put some teeth in it.

Easley: I think the resolution should be accepted because we are trying to tell the International that we are tired of shadow-boxing on this issue.

McMurray: Ready for the question. (Motion unanimously passed)

Brown: I move that copies of this resolutions be sent to all unions affiliated with our International.

Johnson: I second the motion, that copies of this resolution be sent to all culinary workers in order to build support for our next conference.

Gravelli: Resolution number 6 (Cf Appendix III). The Committee recommends this resolution highly and asks for its adoption.

Metzl: I move that this resolution be given to the Ways and Means Committee.

Johnson: I don't think it should be. I think it gave impetuously to what the Ways and Means Committee is doing.

Chairman: Shall we delay the adoption of this resolution.

Flory: We must get this resolution out of the way. This resolution does not contradict Brother Randolph's outline. You are laying this matter on the table. We must not do so.

Johnson: The Committees report will refer to this resolution tomorrow.

Flory: This resolution means that it serves as instructions to our Ways and Means Committee. (resolution adopted)

Gravelli: Resolution number 7. The committee recommends non-concurrence and suggestes the resolution be referred back to the submissor for re-vamping. (motion made, carried to accept Committees recommendation) Resolution number 8 (Cf Appendix III) Organization of Miscellaneous Railway Culinary Workers. The Committee recommends the adoption of this resolution. (Adopted on vote) Resolution number 9 (Cf Appendix III) requesting financial assistance from International for Organizational purpose. The Committee recommends this resolution be postponed for further consideration. Recommendation of committee (adopted by vote) Recommendation number 10 (Cf Appendix III) Amalgamation of Dining Car Unions. The Committee recommends adoption. (adopted by vote

Metzl: The same resolution was adopted in the Minneapolis Convention. In cases wh where there are two locals in one city, one local always works against the other. I could never see why cooks, waiters and stewards cannot belong to the same locals. The International still gives out dual unions within the International union. We should have the International Union enforce the resolutions they adopted.

Chairman: Is the partial report of the Ways and Means Committee ready?

Brown: We will have it ready for this afternoon.

Chairman: Brother Littlejohn, is your Committee on a National Contract ready?

Littlejohn: We will be ready tomorrow morning.

Brown: I suggest a resolution here that dining car locals be urged to form committees to help the Spanish Situation. Members of our local have sent books, clothes, etc., to help the cause. This is a suggestion to the Resolution Committee.

Reed: Please be at the Church promptly at 8 o'clock tonite. I'm asking that all delegates sit in the front of the church.

Chairman: There being no further business the meeting is adjourned.

Morning Session October 27, 1937 10-12 a. m.

Chairman: I now declare meeting open for business. May we have the roll call. (Roll was called and all delegates were present) Do we have any communications?

Flory: We have no communications.

Chairman: We are to hear from Brother McMurray on the subject, "Disunity in the Labor Movement."

McMurray: America today is faced with serious problems of economic change. While these changes are being consummated, the majority of the people are forced to alter their standard of living. Most Negroes are working people and, for them, salvation and ability to cope with the situation, lies with following the lead of the Committee for Industrial Organizations. Negroes should realize they must have power. To have power, we must organize the masses. Every worker, regardless of color, creed or political affiliation must contribute to this power. The "forgotten man", the Negro, has never been accepted in organized labor. He realizes he must place himself in organizations as fast as he can and participate actively in the activities of the organization he joins to improve his economic status. When the masses realize that all workers, black, white or brown must pool their strength, then they can achieve a living wage and enjoy some of the pleasures of life. The split between the A. F. of L. and C. I. O. is very detrimental to the cause of the working man. In unity there is strength but when the very foundation of labor is undermined, we lack the necessary strength and force for good. The workers must participate in the political and labor field. Strong labor parties must be formed. Laws must be passed to favor labor. The Negro Congress will contribute towards building our power. We must be in sympathy with the country's fight for democracy against oppression. Facism and Imperialism is trying to break down our civil political and social-rights. The present breach in the labor movement, expressed by the conflict between the A. F. of L. and the C. I. O., must be healed. It can be healed only by the rank and file in the various unions in both groups insisting that labor cease to be at war with itself. Let us all go back to our individual locals with the thought of unity for the masses and the future will be ours.

Chairman: Thank you Brother McMurray. We will hear the report of the Credentials Committee.

Brother Thompson gave a complete report of the Credentials Committee. Complete report will be found in Appendix I.

Gravelli: The Resolutions Committee recommends that Resolution #9, (Cf. Appendix III), be referred back to its sponsors for revision.

Hargrove: I second the motion.

Flory: I suggest that this be handled this morning in order that we get things done now. It would be a good thing before the conference closes to get a statement from our International President through our International Representative on this resolution. We ought to have a communication from the International President committing himself on the matter.

Chairman: Motion carried that Resolution be returned to its sponsor.

Gravelli: Resolution No. 11 (Cf. Appendix III). The Committee recommends adoption. Adopted on motion. The Committee recommends the adoption of resolution #12 (Cf. Appendix III). (Motion seconded by Baker)

Flory: Attorney Littlejohn, is it possible for the Supreme Court to rehear the Heywood Patterson Case and if it is possible, does this resolution serve the purpose as expressed here?

Littlejohn: The Supreme Court can have a rehearing, but upon some point of law only and not on moral grounds. (Motion unanimously carried)

Chairman: We will have the report of the Ways and Means Committee:

(See Final and Conclusive Report of Ways and Means Committee as Adopted)

(See Appendix II) (Discussion on partial report of Ways and Means Committee follows:)

Halsey: I feel that a Joint Board will not serve our purpose. The International admits they do not know anything about dining car problems. We must set up a Council and ask the International for a representative to help us set it up. The city joint executive boards do not cover problems of dining car workers. This conference doesn't want to recede from the International but we want the International to help us out of our difficulties. Let the portion of the Committee's report that calls for a joint board be stricken out.

Metzl: I do not agree with Halsey, trying to take the teeth out of the proposal. We are not asking for a whip from the International but we are asking them to let us run our own affairs.

Flory: It's alright to call this structure a Joint Board and apply for a charter for such a board. The name doesn't make any difference as long as the structure is there. It will be a betrayal of confidence to go back to our various locals without at least a temporary set-up to cope with our problems. I think the temporary secretary-treasurer is alright but we need to start thinking about contracts and machinery.

Gravelli: Brown's proposals don't deal adequately with the question. Let's get down to facts and be more specific.

Halsey: We want action now.

Flory: I suggest two points. Let the basis for the machinery now be laid and submit our plans to the International afterwards and let them make necessary adjustments.

Littlejohn: If it is required by the International that certain conditions be met before we set up a council, we must conform. All we have here is a skeleton structure. We must enlarge upon it. I feel that the problem was clearly dealt with by Mr. Randolph.

Singletary: The only difference between Halsey and the Committee is the term joint executive board and dining car workers council.

Johnson: It seems the Committee is in full accord with the outline by Mr. Randolph but certainly the Committee took into consideration that we must have approval as members of the International Union. We want to conform to the laws. Joint executive boards in various cities have solved the problem of workers very well. We have only said there is a means within the law to set up a council. All we must do is say to the International that dining car workers must have their own machinery in order to cope with their problems.

Chairman: Brother Johnson will you explain how a charter for the joint board is procured.

Johnson: The International requires locals in cities to band themselves together and form an executive board. After issuance of a charter the organization proper is set up. The International does not make provisions for joint boards of dining car workers. The joint boards have their own President, Secretary and Committees to carry on its work.

Chairman: Is it possible for us to make an appeal to the International in regard to a council? Who has control over joint boards?

Johnson: Joint Boards have their own programs so long as that program does not conflict with the laws of the International. As long as joint boards work for city locals we want them for dining car workers.

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Metzl: My conclusion is that the delegates seem to think that the Committee is trying to spar for time. On the contrary the committee takes into consideration the fact that they must work as fast as possible and after due deliberation the committee recommended the best steps which must be taken as speedily as possible in order to get what we want.

Chairman: I shall take the privilege of asking Brother Randolph's opinion.

Randolph: In substance the report of the Committee will fulfil the purpose as a first step. Whatever steps taken must be within the bounds of the International. I think it well to adopt the plan for a joint board and that board function according to the recommendations and Brother Bell points out that there joint boards in the city. Brother Johnson says that the principle can be expanded and dining car joint boards be established. If that is possible, I think the Conference will not incur the opposition of the International. Let the joint board be the complete machine, President, Secretary-Treasurer, etc. The report is sound in substance since it meets your needs. It is a short step, but it is alright to make short steps if you carry them out. Let some important provision be made to get funds and get started. Too much time should not be lost before you enlarge upon your machinery.

Hargrove: Let's elect the necessary officers now.

Brown: The report was incomplete. We should be given the opportunity to bring back proposals for the various officers.

Flory: Suppose we don't get this charter for a joint board?

Gravelli: Is the Ways and Means Committee going to play ball?

Flory: I move the adoption of the report of the Ways and Means Committee.

Hargrove: Second the motion.

Randolph: I would suggest that the motion be made after the complete report of the Resolution Committee.

Johnson: Brother Randolph is right. Certainly we should proceed with a full debate on all questions to come up in the report and then it should be referred to the Committee again.

Flory: I withdraw my motion.

McMurray: I move that the Report of the Ways and Means Committee be referred to the Committee again.

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Hargrove: Second the motion. (motion passed unanimously)

Chairman: The meeting will adjourn until two o'clock in order to give the Ways and Means Committee time to do some more constructive work.

Afternoon session October 27, 1937 2-5 p. m.

Chairman: I now declare the afternoon session open for business. Brother Brown what proposal have you to offer from the Ways and Means Committee in regard to finance?

Brown: The Committee cannot take the responsibility of offering a financial proposal or proposition. We left this question open for suggestions from the entire Conference.

Chairman: We will have an open discussion on the financial aspect of the situation. We want various opinions in regard to the amount to be raised in order to provide the finances for maintaining the national office.

Gravelli: What would the yearly yield to the council be 15¢ per member based upon the present membership of Dining Car locals?

Chairman: Approximately $4,800 a year.

Easley: Mr. Randolph do you think the withdrawal of tax to join to boards would hurt us?

Randolph: I don't see how it would since the joint boards are not set-up to deal with dining car workers problems.

Brown: The delegates with the proper authority will bring the question of discontinuing the payment of per capita tax to joint boards to the floor of the joint boards where they participate. If we go through with this, each local must cooperate. Local 370 pays the same per capita tax to the joint boards as to the International, therefore it will be the duty of 370 on the floor of the joint board to state why it planned to withdraw from the joint board. Its success will depend upon how forcefully you make it appear to the International Union. The question is what attitude they will take on this question. Since 67% of the Internationals membership is in New York, the majority voet is in New York; therefore as New York goes, the International Executive board necessarily will follow. I have no doubt but that Brother Metzl can deal with the joint executive board in Chicago.

Johnson: We participate in the joint board in Los Angeles but we do not pay any tax. It possibly would be best to develop the extensiveness of this work and find out its minimum cost. If more money is needed to expand, perhaps the workers would agree to $1 per man per month for ten months, it would bring in $30,000 per year.

McCain: Since we have a hard time collecting dues, I favor 25 cents per month per man.

Hargrove: We don't pay the tax. I concur with Brother Johnson altho I don't think it would be wise to set up an assessment now.

Griggs: I think 15 cents per member can be obtained from our members.

Singletary: After hearin Mr. Randolph's speech, I immediately wrote my local to expect a tax to be attached to what they are now paying. The members expected they would pay 50 cents more than they are now paying because they need the organization. (applause)

Metzl: I think the delegates are in the dark as to how the taxes are collected for the joint board. Joint board taxes are not collected from individuals. It comes from the local treasurer. There is no assessment on individual members. We do not intend that we go out of this Conference with any extensive financial program taxing the rank and file of our members. If the question be brought to the floor that from now on each local will be taxed fifteen cents each month for the dining car employees joint board, then the secretary will have finances to set up the board. If the Secretary and president feels that this money is not enough, then they can apply for a greater assessment.

Flory: We in local 456 pay into the joint board only for those members working in town. We should decide now upon some assessment as it will be absolutely necessary for us to get funds. Every dining car men expects a raise in wages. Let the money come from this increase in wages. We must convey to the rank and file the necessity of sacrificing for the future.

Easley: I don't think you should impose too great financial burden upon our members at this time.

Halsey: Let us wait until we get the raise before asking for the tax.

Chairman: May we hear from Brother Randolph on this question.

Randolph: A national organization will cost a lot of money and you must make provision to raise this money. The expense of running central office and pay a responsible person will be considerable. Are there 4000 members who will pay 15¢ per month? If there are, that will in all probability be what we need. This will amount to $600 per month. This should get you started. The joint board can decide later if more money is needed.

Metzl: I think $600 is adequate. The Secretary of each local should be instructed he must pay the per capita tax. It is up to the local to collect the 15¢ per man.

McCain: Fifteen cents per man can easily be collected.

Brown: The Committee is making the request for the machinery didn't propose to tax any member, only to bring suggestions as to how each local could be taxed to bring this organization into existence. We want to do this. What local will give $50 or $100 to get this organization started?

Chairman: It is my suggestion that this question be referred until you work out the other part of the proposal, then we can figure for maintenance.

Flory: I don't see how the committee can act. I think we here should recommend the 15 cents per capita tax.

McMurray: What will be the actual cost of maintaining a national structure? Perhaps we had better let the committee figure this out.

Easley: We must set up some permanent source of finance. The approximate cost of the organization must be figured out first for the consideration of the delegates in order that they may take back a concrete proposal to their unions.

Gravelli: What was the previous motion?

Chairman: The motion was that the question of finance be referred back to the Ways and Means Committee to find out the approximate cost of setting up a joint committe for dining car workers. (motion adopted) We will have a short recess for the Ways and Means Committee to work on the financial end of their proposal.

(Recess of 45 minutes)

Chairman: The meeting will come to order. We will have the report of the National Contract Committee.

Littlejohn: The report of the National Contract Committee will be given Thursday morning.

Hunt: I would like to say to the National Contract committee that if we are to have a national contract, it should read as does that of the Brotherhood of Railway Trainmen. As the case is now the men making $62.50 per month pay a higher rate of dues than the men making $65.00 per month. In other words I am asking the Committee to place before the house that we have an established rate of dues for the Dining Car Division.

Gravelli: In answer to Brother Hunts statement permit me to say that there are different conditions in various parts of the country. We have problems that you do not have in your own individual locality. Let the Council fix the rate of dues. We would be assuming too much power to fix the rate of dues.

Hunt: Are we responsible for the future of the dining carmembers? If we are a part of the A. F. of L. then I say there should be an established dues rate.

Chairman: We are not in a position to dictate policies. When unity is accomplished then we will have that power. I am going to ask Brother Gravelli to say something at this point on Unity of Railroad workers.

Gravelli: There is a lack of unity throughout the country. If the brothers would acquaint each other with the various problems nation wide, we would be in a position to try for a solution. It is important that the rank and file of railroad workers get together on common problems affecting them all. Federations of railroad workers are being formed throughout the country. Where-ever feasible dining car workers should cooperate with their fellow-workers on problems affecting all classes in a locality. We must realize that we are our brothers keeper. We cannot solve our problems unless we cooperate to solve the problems of all railroad workers.

Chairman: Mrs. Lovetta Bush is here in the interest of the unemployed. She wants the support of the Conference for the conditions she is going to state:

Mrs. Bush: The Works Progress Administration at one time was employing 1200 women but has reduced that number to four or five hundred and has closed the center entirely. We are asking that this Conference go on record as supporting the reopening of the center and putting more Negroes to work under the Works Progress Administration. The local authorities are passing the buck but if we get behind them in an organized way we shall be able to accomplish something definite.

Chairman: I assure you Mrs. Bush that every delegate is in sympathy with your movement and know you will get a hearty response.

McCain: I suggest that Mrs. Bush form a committee to see the Mayor.

Flory: I move that the Resolutions Committee in conjunction with Mrs. Bush and Brother Scott as representative of Local #465 get together and form a resolution in regard to the above matter.

Baker: Second the motion. (Motion carried)

Chairman: Mr. Flory will you state some of the problems Dining Car Employees are faced with.

Flory: (Flory discussed the problems of railroad pensions and suggested that dining car groups should affiliate with the National Railway pension Association. He also urged dining car locals to affiliate with railroad federations wherever such exists as a medium of working with different groups around common problems. He said that if another crisis comes we will need the support of the rank and file of the entire industry to prevent lay-offs and large scale displacements)

Chairman: Brother Littlejohn we would like to hear from you in regard to the National Movement. We recognize the fact that you are from an Independent Union and would like to have your views.

Littlejohn: I came here with the full support of all the workers on the Northern Pacific and the Great Northern. As an Independent Group we are a corporation. We have found it difficult to deal with several problems. For instance, when we asked for a wage increase they gave us the run-around and all kinds of excuses. Sleeping conditions are terrible. Actually a death trap. When we took the matter to the officials, they went to some of the employees who did not sleep where we did. We were unable to do anything about it. The Great Northern employed at one time white and colored cooks. As the cooks retired, only white cooks were hired until we had a white kitchen and a colored dining room. Having been given the run-around by the stewards and cooks when it came to a joint organization we decided to form an Independent organization. After coming here we find that our contract is actually not worth the paper it is written on. The Great Northern has a better contract than ours, but they also have a company union and look to us for leadership because of our aggressiveness. We know that in order to be strong we must be affiliated with some organization. We will take up the matter with our men when we go back and try to get them to affiliate with some organization.

Chairman: Then you do contemplate affiliating with us under a National Charter?

Littlejohn: Yes we do.

Flory: We have with us Mr. Wm Smith of the Unionist Staff, and Mr. Barnett of the Socialist Party. Mr. Smith bowed)

Mr. Barnett: I wish to extend greetings to the Conference and to those who are behind it for all they are attempting to do. Organization is labor's only hope. We are with you 100% in your efforts.

Chairman: Do we have any announcements?

Reed: The pictures taken yesterday will be $1.80 for the set and 75¢ for single pictures. Kindly give your order this morning and they will be delivered this afternoon.

Flory: Any local desiring a picture inform Mr. Reed. I also want to remind you that Local #465 is giving a dance for us at Dreamland Hall, 24th and Grants Streets tonite from 10 p. m. till 2 a. m. Admission will be 50 cents. (laughter)

Reed: There will be an open forum at the Y . W. C. A. tonight at 8 p. m.

Chairman: We will have fifteen minutes recess while we wait for the report of the Ways and Means Committee. The final report will be read tomorrow and we will vote on it in sections.

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(The Ways and Means Committee gave its report) (Complete report found in Appendix III)(Rising applause at conclusion of report)

Chairman: The meeting is now adjourned until 9 o'clock Thursday morning.

MORNING SESSION   OCTOBER 28, 1937   10-12 a. m.

Chairman: The meeting will now come to order. The important business before us this morning is the report of the Ways and Means Committee. (Cf. Appendix II) We appreciate the report given last night very highly. It means the progress of all dining car workers. For convenience, we are going to have it read section by section in order that any changes necessary may be made.

Johnson: I would like the Chair to permit the Committee to recess for ten or fifteen minutes to finish up a few things that we were not able to finish last night.

Chairman: The chairman grants the request if there is no objection. (15 minute recess)

Chairman: Will the chairman of the Ways and Means Committee read the report section by section so that whatever changes the delegates would like to have made can be made?

Gravelli: I move that we limit debate to two minutes.

Orme: I second the motion.

Motzl: I object and disagree with the motion. I did not come here to be gagged. If I want to speak an hour, I shall.

Halsey: I don't think that the time for discussing this question shall be limited

Gravelli: With the consent of the second, I withdraw my motion. (second consents and motion withdrawn.)

Brown: (The preamble to the report was read.)

Chairman: A very good preamble, but I think it should be changed to read: "We the delegates," instead of the words "Your Committee" so that it will include all the delegates present.

Halsey: I don't think that makes any difference . Its adoption will include all of the delegates.

Motzl: That's not important.

Flory: I think that the Committee's report can continue.

Brown: Its adoption will be signed by all of the delegates. The Committee recommends that the Chairman and Secretary of the Conference remain in office until election of temporary officers.

Halsey: Does that mean that the Conference will do the nominating and they will be elected by the rank and file?

Simms: It seems that the Committee has already recommended or elected a temporary secretary and chairman.

Brown: We recommend nomination of a temporary secretary-treasurer and chairman until an election can take place.

Flory: Brother Brown will you give us a diagram picture as to how this plan shall work? Does it mean that the body will nominate the officers today?

Brown: The Committee found it necessary to recommend these provisions because of certain laws in the Constitution of the International. The Constitution says that locals themselves will elect delegates to a joint board. In this board each local will have three delegates to represent them. We believe it feasible that the locals elect the temporary officers themselves.

Johnson: What we in the Committee had in mind was to have the delegates here elect a temporary secretary-treasurer and chairman. When they return to their locals, the locals could select three representatives for the Council or Joint Board. This board could select its officers and its necessary personnel to carry out the program laid down by the Board.

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Flory: I am glad Brother Johnson explained that.

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Simms: As I understand the report, it means until the locals elect the temporary officers by rank and file vote.

Chairman: Brother Johnson, does this give us something to work with? This Conference obviously has no power until its deliberations are ratified by all locals. There is no definite time provided in the Committee's report for the ratification of the set-up that is going to make up the structure.

Johnson: The Conference will instruct the members to get into action as soon as possible. I admit that it is slow, but in the interest of harmony, I don't see any need to rush the thing through. After the Conference, these things are to come up for further consideration.

Halsey: I can't understand the procedure. How long will the temporary chairman and temporary secretary have to serve before the board will get into action for a permanent set-up and officers?

Johnson: Another section will explain Brother Halsey's question. What were the delegates sent here today? We should select a temporary chairman until the Board gets into action and the Board elect permanent officers. It will be some time yet before the board gets under way.

Gravelli: I move that the report be read in its entirety. If it is read again, it will give the men a brief outline as to what it is.

Townsend: I would like to have it read again. I second the motion.

McMurray: I don't agree. It means just what it says. It means that delegates here will nominate temporary officers and will take the matter back to their respective locals and they in turn will elect the temporary officers. We are not saving time. Time is important. We say that it is not democratic. I say it is democratic. We should have the machinery set up here, now, temporarily at least. Let's work and get the set-up started.

Chairman: Brother Brown will you reread the whole report? (The report was read, and Brown submitted Resolution 18 (Cf Appendix III and II) from the Ways and Means Committee.)

Brown: This resolution is to be signed by all of the delegates.

Chairman: Does the body desire to take up the report section by section? If

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there are no objections, this will be done.

Metzl: I move the adoption of the preamble. (Cf Appendix II)

Singletary: I second the motion. (Motion passed. Section 1 read by Brown)

McMurray: I move that section one, (Cf Appendix II) be approved.

Halsey: I second the motion. (Motion passed. Section 2 read by Brown)

Townsend: I move that section two be adopted. (Cf Appendix II)

Gravelli: I second the motion.

Halsey: I object because it places power in the hands of the large locals.

Metzl: I agree with Brother Halsey. The election will be controlled bby the large locals. It is up to the small locals to recognize this fact now.

Halsey: I wish to amend the motion-that this section be amended to the effect that the temporary chairman and temporary secretary-treasurer be elected here until the Board gets into action and elects its permanent officers.

Brown: Whatever we do here is subject to ratification by our union in New York. I want you to know this now.

Baker: We know that Brother Brown comes from a large local. He represents more men than some of the smaller locals combined. I think that the smaller locals can and will come to some understanding. We have the same rights and problems of the large locals.

Brown: It is not in my power to state what my local will consent to do.

Hargreve: Let's go on with the business that we have before us. Why waste all this time. Let's do as we have been instructed to do.

McMurray: It is imperative that we elect a temporary Chairman and Secretary here in order that we may move forward.

Halsey: We must realize here that we are not sent with power to do this or that. We are here to formulate some plan. I think that we are wasting a lot of time.

Flory: The adoption of this amendment to this section merely sets up temporary machinery until such a time as the brothers get together and set up permanent machinery. The delegates were supposed to come here to act and not to stall around.

Townsend: The various locals sent delegates here to get a machinery started. To formulate such machinery, the first thing you must have is a temporary set-up on which the foundation is permanently built. Then when you have the board so set-up with three delegates from each local, you will have equal representation from the small and large unions. (The discussion continued pro and con for some length. The Chairman then requested Brother Randolph to express an opinion)

Randolph: It is a little difficult situation. I can understand the position that Brother Brown is in. It would be difficult to get him to go against instructions from his local. It would be a thing of importance if you can here and now elect your officers because it would enable you to move forward immediately. Might I say that in view of the position of Brother Brown, that, since all matters have to be ratified by the various locals, the delegates commit themselves to fight for ratification not only for machinery, butalso for the men who are nominated. You know the position here. As a remedy to the problem that Brother Brown indicated, every delegate should commit himself that he will fight for the ratification of the program and the men who are selected to carry out this program. There should not be any break in the personnel for any reasonable length of time. O thers who have no knowledge of the situation will hold back the progressof the work. The members selected here will have a little understanding of the situation. As a substitute to the election oftemporary officers, I think that by all means you sh ould go through with your plan of getting the machinery into pperation and commit the delegates to the proposition of having this whole thing ratified if the machinery is to get started with the maximum saving of time. (applause)

Chairman: In going back to your respective locals to get their approval, you should elect your temporary officers how. Elect then now and then go back to your respective districts and try to get their approval of your selection. In that case we will have to hold the election of temporary officers here.

Brown: Your Committee recommends the same. The Committee concurs with whatever the majority agrees upon here. The Committee has recommended certain temporary officers to cary on uhtil others may be elected. We must be prepared on both sides.

Chairman: After the discussion and with the suggestions of Brother Randolph. We should be able to come to some basis for settling the issue. Let us be progressive and let us think of the workers depending upon some good coming from this Conference. Officer won't gain anything unless they get the support of the men. (applause) Let us be sincere. I think we can come to some common ground of understanding. You can have whoever you want.

Brown: I withdraw my statement. (Relative to the possibility of the 370 delegation being forced to withdraw if the temporary officers were set up at the Conference.)

Johnson: Brother Randolph has clarified the situation. The Committee had in mind the various instructions of the delegates here. Brother Brown's situation was considered. It would be fine if you could elect officers in this Conference. The members must have some faith in the officers' ability. We are here to map out a program for economic and social security. W e should get together and move along.

Metzl: The Committee did not take anything away from the delegates. As a Committee, we are not taking anything away from the body. The body has already selected two gentlemen to serve in that office. The only thing that the Committee's report says is that after ratification of these nominations it is up to the rank and file. What we want goes back to our rank and file for approval.

Chairman: The amendment to the motion, calling for the election of temporary officers here, to the motion to adopt Section 2 of the report is before the body. (The amendment passed.) (Then the motion was carried.) (See Appendix II, Ways and Means Committee report Section 2, Resolution A and B--Election of Temporary Officers.) We have bound ourselves to comply with the recommendations of the Rules Committee. I hope that no delegate will feel that this action will not oppose his interest of the members that he represents. I hope the minority will cooperate with the majority.

Flory: I move that the vote be made unanimous.

McMurry: I second the motion.

Brown: I disagree with Brother Flory because we would then be committed to the will of the mafority.

Flory: I withdraw my motion with the consent of the second. (Second withdrawn)

Chairman: Section 3 will now be read. (Brown read section 3 of the report and section 88 of the International Constitution, incorporated in it.

Singletary: Brother Brown will you explain the words: "No delegate will be allowed to cast a vote for one of the three delegates absent at the Board."

Brown: This simply means that with three delegates elected to the Board, if something comes up and one of the delegates is not there, then the other two delegates cannot cast the vote of the absent delegate.

Littlejohn: I would like to ask how the smaller locals would be protected if they were not financially able to send all three delegates. I would suggest that they vote by proxy.

Brown: This would entail the revision of the section 88 of the International Constitution dealing with Joint Boards.

Halsey: I move that section 3 be adopted.

Townsend: I second the motion.

Flory: On the question. As I understant the adoption of this section, Section 3, there will be three delegates to the Joint Board who will vote according to the number of members paying per capita tax. A vote representing one third of those paying per capita tax will be cast by each delegate to the board.

McCain: For the protection of smaller locals, I think steps should be taken to remedy this situation.

Brown: The answer to Brother McCains' question will be answered in other sections of the report. We are not concerned with different locals individually. We are concerned with one objective and that is the advancement and protections of all the workers in the industry.

Chairman: All those in favor of the motion to adopt section 3 of the report say "aye". (Cf. Appendix II) (Motion passed, and Brown read Section 4)

Halsey: I move that Section 4 of the report be adopted. (Cf. Appendix II)

Flory: I second the motion. (The motion passed)

Chairman: (After the motion passed) Section 5. (Brown read section 5.)

Brown: The Committee moved that section 5 be adopted. (Cf. Appendix II)

Metzl: I second the motion

Singletary: Not ready. The Ways and Means Committee does not make any provisions for securing the finances and the plan for the charter nor is the amount given.

Flory: Am I to understand that the money for the national machinery and organization work is not incorporated in the budget incorporated in Section 5 because the Committee intends to take care of this matter later on.

Brown: We will take care of this matter inconnection with resolutions 3 and 5 at the same time. (Motion to adopt section 5, carried.)

Chairman: Section 6 (Brown read Section 6)

Brown: The Committee recommends adoption of Section 6. (Cf. Appendix II)

Singletary: I second the motion.

Townsend: I don't understand Section 6.

Brown: The Committee feels that we should immediately start machinery moving for national action on a 196 hour month in place of the 240 hour month, and that this will be standing instructions for temporary officers to start proceedings. (Motion carried.)

Brown: The Committee recommends that the resolution submitted be adopted. (Resolution No. 18. Cf. Appendix II I)

Thompson: I second the recommendation. (Motion carried)

Baker: I would suggest that the Secretary draw up a resolution on the press, thanking them for their cooperation.

Chairman: If there are no objections, the resolution on the newspapers, a resolution will be drawn up for approval by the Conference.

Flory: I would also suggest that the resolution on Spain be drawn up for submission this afternoon.

Chairman: I hereby declare the meeting adjourned until this afternoon.

AFTERNOON SESSION   OCTOBER 28, 1937   2-5:30 p. m.

Chairman: The meeting will now come to order. May we have the report of the Resolution Committee.

Gravelli: Resolution No. 13 (Cf. Appendix III) Committee recommends adoption. (Motion carried for adoption.) The Committee recommends the adoption of Resolution #14, (Cf. Appendix III) (Motion carried for adoption)

Metzl: I would like to know who presented this resolution. (Names of submittors read)

Brown: I don't know whether the persons submitting this resolution took into consideration the necessary steps pertaining to the existing policies of the local unions involved. I amend this particular motion to read that the resolution be set aside and referred to the Council for further action.

Singletary: I second the amendment:

Metzl: (On the question) I am not in favor of the amendment because the resolution is not broad enough. I move that it be nonconcurred with. (Motion lost and resolution adopted)

Gravelli: The Committee recommends the adoption of Resolution No. 15 (Cf. Appendix III) Adopted on Motion. Resolution No. 17 is recommended for adoption by the

[illegible]

Committee. (Adopted on motion) The Committee recommedns the adoption of Resolution No. 18. ((Adopted on motion) (Resolution No. 2 and No. 18 were incorporated)

Gravelli: I wish to thank every member of the Resolutions Committee and all the Brothers on their wonderful cooperation. I think the Committee should be given a big hand. (applause)

Thompson: Mr. Chairman we have a representative from Washington D. C. Local #495 who joined us this morning. We would like to hear from him.

Townsend: I heard the Conference was in session when I arrived so I stopped by on my way home. I want to say that I think you are doing some constructive work here and will attain your objective. It has been a pleasure to sit in conference with you. I bring you greetings from Local #495 and can assure you that Local #495 and can assure you that Local #495 is ready to cooperate with you.

Simms: Brother Chairman I move that the Credentials and Resolutions Committee be dismissed. (Motion carried by vote of Conference)

McMurray: I feel that the next business should be the nomination of officers, pursuant to the amendment passed this morning.

Townsend: What Committee is out at the present time?

Chairman: The Contract Committee.

Singletary: I want to say just here that I have enjoyed the good fellowship of this delegation and hearty respect that has been given here. I am certain that when I go back to my local I will be able to give them the assurance that we have accomplished our objective.

Simms: I move that the Secretary of this Conference draft a letter to the Ladies Auxiliary of Local #456 for sending Mrs. Amy Massey. (Motion carried unanimously)

Metzl: While we are killing time I would like to know how long before the structure will get into operation?

Singletary: I rise to a point on the speaker. I don't think that the Chairman or the Secretary are in a position to answer that question because the temporary officers have not been elected yet.

Chairman: Regardless as to whom you select as yourtemporary officers, it will be necessary first to get your funds. Literature will have to be sent to every member in this Conference. Provision will have to be made before we leave this Conference. When there is sufficient money to operate a headquarters, immediate correspondence with every local represented will be necessary. Further instructions are provided in or will be provided in the constitution. The temporary officers will have to use their own incentive but they will not delay the progress of this structure.

Brown: Since funds are necessary, I make a motion that immediately on return to our locals union that we secure the necessary authority from them to instruct their secretary to forward immediately a partial payment on their per capita tax. Without a second the motion by common consent was concurred in.

Flory: I think the delegates should be interested to know that the Omaha Conference Committee contacted 13 unions within the International, and 11 of the 14 registered at this Conference. (Applause) We contacted two Independent groups and one of the group is represented here. We have an immediate task before us. To get the ball rolling we must first get out the proceedings of this Conference. They will cost more money than we have at the present time. The material must be finished before we leave Omaha. We will have to keep the locals informed as to how things are going between now and December.

Halsey: Brother Baker is in contact with a small group of brothers interested in organizing. I think he should tell us about them.

Baker: The Seattle Portland and Spokane is a small road with only 14 men working for them. They are anxious to become organized and have asked to join Local #465. They tried self organizing but it didn't work.

Gravelli: I once worked for the small road to which Brother Baker refers. I think no one should have them but Local #456.

Chairman: Local #465 is taking the same stand as Chicago. We have pledged our support to secure an agreement for them. We are sending a notification to have them meet with us. (applause)

Metzl: I suggest that Local #465 do a good once in a while.

Chairman: Local #465 is not concerned with jurisdiction but we are willing to go along with local #351.

Hargrove: It has been indeed a pleasure for me to sit with you in your deliberations. We have watched the progress of the Conference and noted how well the officers acted in their official capacities. We have the greatest confidence in their merit, ability and fitness therefore I think it is nothing more than a tribute to give them the privilege of continuing to carry on this work for us in the capacity of temporary Chairman and Secretary-Treasurer, I move that we dispense with the formal proceedings of holding an election and unanimously elect these two men to carry on the work until such time the several locals send their three delegates to elect a permanent chairman and secretary-treasurer.

Johnson: Second the motion. (Motion unanimously carried by roaring applause)

Brown: Let the Chairman and Secretary come to the front and Brother Randolph take the chair. (applause)

Townsend: My observation has been that these two Brothers have handled their positions with great efficiency.

Randolph: In my opinion Brothers you have chosen well. Two courageous and capable brothers who had the initiative and vision to forsee what the future holds for dining car workers through unity.

Metzl: I also want to go on record as seconding the motion. Gentlemen you have put a "baby" into these two brothers laps and the baby must be kept in an incubator. I believe that with their cooperation and the plans we have made, we will get somewhere. I have noticed in dealing with them that one is very calm and the other very flighty, thus creating a happy medium. I don't believe that this Conference or any other conference could not have appointed two better brothers. (applause)

Easley: I heartily endorse the words of brother Metzl and hope that we will show the cooperation and progressive spirit that they have shown in the conducting of this Conference. I pledge myself to the support of the offiders.

Halsey: I move the nominations be closed.

Brown: I second the motion. I would like the chiar to instruct the delegates to cast one unanimous ballot for the election of the candidates Brother Bell for Chairman and Brother Flory for Secretary-Treasurer.

Singletary: Just to be in harmony, I want to say "me too."

Randolph: Brother Simms from Local #351 will you please cast a unanimous vote for vote for Brother Solon C. Bell temporary Chairman and Brother Ishmael P. Flory temporary Secretary-Treasurer of the Nation Council of Dining Car Employees. (Brother Simms cast the vote)

Randolph: I take great pleasure in presenting this gavel to Brother Bell who will preside and serve the dining car employees in the future of this great work. I wish to commend the brothers for their find wisdom in selecting these fine men. (gave gavel to Bell) (Roaring applause)

Chairman: As newly elected Chairman I want to extend our thanks to you for your kind remarks. I shall attempt to fill this position too the best of my ability. This is a very important movement. I am asking Brother Flory to tell you some of the conditions under which we will have to operate.

Flory: I want to thank the delegates for my election. One thing that has to be done immediately is to get going. We have to start immediately contacting locals not here. We will have to send out material regularly in order to carry on the necessary work.

McMurray: I concur with Brother Flory. We need money to keep the ball rolling. By December or January we want to be able to have enough finance to set up the office for the temporary officers. We should start making plans to call the council together. As representative delegate of Local #465 I pledge that I will lend all my support in securing the donation of $100 from Local #465 yo this end.

Hargrove: I concur with Brother McMurray in his statement.

Brown: I move that the delegates in keeping with the recommendations coming from the Ways and Means Committee pay their December per capita tax in the month of November in order that the financial structure of our organization will get under way.

Baker: I second the motion.

Baker: Before the 25th of December it will be mandatory for local unions to have forwarded their per capita tax to the local joint board the same as to the Internationa Union.

Chairman: All in favor of the motion as made by Brother Brown let it be known by the usual sign. (Motion carried) I hope that the various representatives will give all their cooperation at this particular time. By the 15th of November it is my hope that every local will send in some finance in order to pay your December per capita tax. If you pay in advance you will get credit for it.

Griggs: Brother Chairman, where shall we send the money?

Chairman: You will send it to Brother Flory's address. He will have to remain in Oakland until we have sufficient funds.

Johnson: I know that the Conference call was from the 25th through the 28th but in view of the fact another important report is to be considered I move that we recess this meeting until tomorrow morning in order to have ample opportunity to express all phases of the report.

McMurray: Second the motion. (Motion carried)

Flory: I wish to announce a banquet will be given at the Mid-Way cafe by Brother Leo Motzl of Local #351 and Brother George Brown of Local #370. All delegates are welcome.

Chairman: Meeting is adjourned until Friday morning.

MORNING AND LAST SESSION OCTOBER 29, 1937 10-12:30 a. m.

Chairman: I now declare the last session of the National Conference of Dining Car Employees open for business. Brother Johnson do you care to say anything at this time, as International representative.

Johnson: I would rather speak after the report from the remaining Committees.

Littlejohn: Your Contract Committee begs leave to submit the following report: (Cf. Appendix IV) Your Committee recommends the adoption of your Committees report. (applause)

Hargrove: This report is the most complete record, covering all contracts and a vast amount of work, that I have ever heard. I would like to go on record as seconding the motion for the adoption of this report.

Flory: Not ready. I believe there should be a clause incorporated in the contract dealing with the question of a closed shop or preferential hiring of union men.

Gravelli: Flory brought out an important point but I can't agree with him. Seniority practically assures the closed shop.

Johnson: I don't think that it is right for a contract to say that people should be certain things. People do things because they believe it is right to do them. If you write into your contract the feature of preferential hiring or closed ship you will be assuming a large responsibility. If there were a break, we would be expected to do the repairing. For all reasons it is unsound.

(After much discussion pro and con in regard to a closed shop and preferential hiring the following motion was made and carried -- it was an amendment)

Flory: I offer an amendment to the motion to the effect that some provision be made in the Contract carrying the idea of the closed shop or preferential hiring.

McMurray: I second the amendment.

Chairman: Are there any other proposals? All in favor of adopting the report as amended say "aye". (Report adopted by unanimous vote)

Halsey: I move that we give a rising vote of thanks to the Committee on Ways and Means and Committee on Contracts. (Rising vote of thanks extended Committee)

Simms: I move that the Committee on Contracts be discharged.

Townsend: Isecond the motion. (Motion carried. Committee discharged)

Chairman: Brother Johnson, the representative from our International will give us a few remarks.

Johnson: There isn't much that I can add to what has already been said during the various sessions of the Conference. I do want to take this opportunity to thank our beloved benefactor, Brother Randolph (Thunderous applause). We must appreciate the fact that he is extremely busy. Certainly this Conference is an important factor in the direction of mobolizing national action not only for the dining car workers but for the Negroes in general. In a recent talk with Mr. Hesketh, our General Secretary-Treasurer, of the International Union at Cincinnati. He evinced a definite interest in our problems. Just before leaving the coast, I conferred with President

Flore, He said that whatever constructive program is agreed upon, his office will do all in its power to carry it through. (applause) In five or ten years this group can say we are little brothers of that magnificent organization, the Brotherhood of Sleeping Car Porters. We have made history here. We have laid the framework or pattern that we are to go by. With the patience nurtured from singleness of purpose we shall succeed. The field is ours, let 's take it.

Chairman: I am quite sure everyone enjoyed the remarks coming from our International Representative Brother Johnson. I am going to ask Brother Randolph to make a statement of his observation. (rising applause)

Randolph: Brother Chairman and Delegates, this has been a great Conference. It is one of the greatest of landmarks in the history of America for workers, dining car wor kers in particular. Deliberations have been constructive; reports have been to the point. The Ways and Means Committee 's report has built a structure that will meet the needs and fulfill the conditions that will make a bigger and mightier structure of dining car employees. The Contract Committees report will set a pace by which you can project your national organization program. Through the program outlined in this Conference the workers will be able to achieve their goal. I appreciate the splendid contributions made by the delegates to this Conference. You have chosen two splendid and courageous men of determination and ability to lead you in your struggle. They should have the assurance of your cooperation. Brother Johnson made some splendid remarks. It is not often we have the pleasure and honor of having the International Representative take a part in the deliberations of a group seeking to advance themselves in the economic world. I would like to suggest that the Secretary send a letter to the President of the International Organization thanking him for sending the International Representative. (Applause)

Singletary: I move that the Secretary draft a letter to the President of the International Union thanking him for sending the International Representative.

McMurray: Second the motion. (Motion carried)

Simms: We were sent here because old men are for council and young men are for war. I move that a rising vote of thanks be given Brother Randolph for his advice.

Townsend: I second the motion. (Standing applause)

Flory: The pictures will be here in fifteen minutes. It is possible that the delegates to this conference are not aware of the fact that the success of this conference is due in a large measure to the able assistance of Brother Reed, Loca #465. I move that a rising vote of thanks be extended Brother Reed.

Townsend: I second the motion. (Rising applause)

Flory: I want to announce that my temporary address will be in Oakland, and I hope that you will carry out the spirit of Brother Brown 's proposal. I also have a bill charged to me for the banquet amounting to $27.92.

Metzl: That's your baby. You nurse it.

Gravelli: I think a vote of thanks should be given Metzl for growing beans in the hall without dirt.

Johnson: During this conference we have had the attendance of some noble women.

All of us who heard Mrs. Slaughter's speech will agree with me that it was great. We have been favored with the cooperation of Mrs. Any Massey from Local #456 of the Women's Auxiliary and several of the other ladies. I move that a rising vote of thanks be given the women for their encouraging presence.

Easley: I second the motion. (Rising Vote) (Ladies present were Mrs. Massey, Mrs. Smith, Mrs. Porter and Mrs. Ousley.) (Remarks by ladies)

Chairman: There being no further business, and by the power invested in the chair, I declare the First National Conference of Dining Car Employees adjourned. (Roaring Applause)

Finis

APPENDIX I

REPORT OF CREDENTIAL COMMITTEE

The Credentials Committee begs leave to submit the following final and conclusive report:

A. Delegates, Unions and Addresses

LOCAL NO.	NAME	ADDRESS
351	McGill Simms	4306 Michigan Avenue--Chicago Illinois
351	Leo Metzl	4306 Michigan Avenue--Chicago, Illinois
354	Chas. H. Hunt	11 N. Jefferson St.--St. Louis, Missouri
370	Geo. E. Brown	36 W. 135th St.--New York City, New York
370	R. N. Thompson	431 A Columbus Ave.--Boston, Mass.
372	Chas. H. Mitchell	1618 86th Ave.--Oakland, California
372	Ercil Orme	2435 Williams--Denver, Colorado
374	S. E. Griggs	1402 Dreiss St.--Fort Worth, Texas
384	Henry L. McCain	2416 Humboldt St.--Denver, Colorado
385	Robert L. Singletary	Buchanan Avenue--Texarkana, Texas
456	Jos. E. Easley	705 Peralta St.--Oakland, California
456	Ishmael P. Flory	705 Peralta St.--Oakland, California
456	Bernard Gravelli	705 Peralta St.--Oakland, California
465	John C. Baker	6535 N. E. Grand Ave.--Portland, Oregon
465	Solon C. Bell	2122½ North 24th St.--Omaha, Nebraska
465	Geo. W. Halsey	2546 S. Bdwy.--Denver Colorado
465	John E. Hargrove	3117 Griffith Ave.--Los Angeles, Cal.
465	Chas. McMurray	2732 Dohr St.--Berkeley, California
495	V. M. Townsend Jr.	1127 Columbia Rd. N. W.--Washington D. C.
582	Clarence R. Johnson	1158 E. 12th St.--Los Angeles, California
Independent	Maceo V. Littlejohn	437 Rondo St.--St. Paul, Minn.
	L. M. Stafford	230 23rd Ave. N.--Seattle, Washington

B. Unions, Actual Membership and Potential Membership

LOCAL	ACTUAL MEMBERSHIP	POTENTIAL MEMBERSHIP
351	1900	4000
354	490	550
370	800	3500
372	225	275
374	66	75
384	42	50
385	19	19

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	LOCAL	ACTUAL MEMBERSHIP	POTENTIAL MEMBERSHIP
	456	530	625
	465	560	600
	495	425	1500
	582	350	488
	Independent	155	375
Total	12	5562	12,057

C. Summary

In examining the credentials we find that eleven out of thirteen invited dining car employee unions are present, the absent ones being Locals 383, Denver, Colorado and 478 Nashville, Tennessee. The secretary invited two idependent groups, one on the Northern Pacific and one on the Great Northern. We are happy to report that one of these groups, the Northern Pacific, is represented in the Conference. All things considered the Conference is quite representative and its conclusions should definitely give us a cross section picture of the problems confronting us and of how dining car employees will approach those problems.

Fraternally submitted,

R. N. Thompson, 370--Chairman
Henry L. McCain, 384
Robt. L. Singletary, 385

APPENDIX II

FINAL AND CONCLUSIVE REPORT OF THE WAYS AND MEANS COMMITTEE AS ADOPTED

Your Committee recommends to the delegates assembled, in the First National Conference of Dining Car Locals, affiliated with the Hotel and Restaurant Employees International Alliance and Bartenders International League of America as a final and conclusive report on the ways and means of coordinating all of the common problems affecting these workers, the following outline:

1. To secure a charter establishing a joint executive council of Dining Car Locals.

2. The election of a temporary Chairman and Secretary-Treasurer.

3. The election by each local of delegates to the Joint Executive Council.

4. Concurrent with the December per capita report to the International Union, each local union will pay a per capita tax of 15¢ on each financial member to the Secretary of the Joint Executive Council.

    a. That local unions now paying per capita tax to city local joint executive boards make necessary arrangements to discontinue such tax.

5. That Delegates to this National Conference urge immediate action in their respective organizations regarding the above proposals.

Your committee further recommends the following proceedings in connection with the above:

1. The Securing of the Charter

    The temporary officers shall be empowered and instructed to proceed to obtain said charter under the provisions already provided by International Constitutional regulations.

    a. That each local union submit resolutions in support of the application of said charter.

    b. That the respective local Joint Boards in cities where Dining Car Locals participate, be requested to endorse our request and in addition submit resolutions supporting such plan of endorsement.

    c. Individual members of the respective organizations representing Dining Car Employees be requested to submit letters, telegrams or other manifestations supporting the purpose and need for charter establishing Dining Car Joint Executive Council.

2. Election of Temporary Officers

    Delegates to this conference should act only as a nominating group recommending to their respective locals officers to serve temporarily.

    a. That final election of the temporary officers shall be determined by the rank and file of the respective organizations.

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(con't)

2. Election of Temporary Officers (con't)

   b. If necessary that referendum vote be conducted under the supervision of each local, in conjunction with the Chairman and Secretary of this National Conference.

   a. and b. Amended as follows:

   The Conference shall elect a temporary Chairman and a temporary Secretary-Treasurer until the Joint Board gets into action.

   c. Upon election of temporary Secretary-Treasurer, he shall file bond with the office of the General Secretary-Treasurer of the International Union. Said bond should not be less than $1000.00. Chairman and Secretary-Treasurer of the Conference shall remain in office until the election of temporary officers.

3. Election of Delegates to the Council

Delegates to serve to council shall be elected as per section 88 of Constitution of International Union.

   a. Officers of the Council shall be elected as per section 89 of the International Constitution.

4. Operating Budget

Estimated income $600.00 per month.

   a. General overhead for maintenance of council itemized as follows:

Office space, postage and petty items, office supplies and equipment	$150.00
Wages and salaries	
1. Secretary-Treasurer	175.00
2. Chairman	175.00
3. Office assistance	90.00

   b. Per capita tax payable by each local to the Secretary-Treasurer of the council shall be due on or before the 25th of each calendar month.

5. Miscellaneous

Duties, responsibilities etc., of officers.

Secretary-Treasurer and Chairman

1. That the duties of the above officers shall be confined to setting up the temporary office of the Council; the procuring of the charter and the necessary equipment and supplies (not to exceed $200.00); to carry on the necessary correspondence

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(concluded)

between the several Dining Car Locals, Central labor Councils, Local Joint Executive Boards; organize machinery for the publishing of a periodical confined to our branch of the industry; to make preparation for the meeting of the Delegates to the council as soon as practicable after the issuance of charter, and carry out such duties as this conference may direct.

6. Conclusion

In addition to the work delegated to your committee, the committee as a whole respectfully submits a memorandum report which purports to give full force, effect and significance to the importance of work for the Council to immediately engage in and prosecute in the interest of all Dining Car Workers.

a. Appendage

1. Your committee feels that a broad national program can and should be organized by the council.
2. That committee feels that interest, mobilized action, solidarity of purpose can best be developed around a program projected nationally for establishing 196 hour month coupled with a further prosecution of wages equivalent to the settlement and award granted the five operating train groups.

The Committee further recommends that this appendage relating to national action shall be the consensus of opinion of delegates assembled as a standing instruction to be followed by our temporary officers.

Respectfully submitted,

Geo. E. Brown--370--Chairman
Chas. McMurray--465
Leo Metzl--351
Chas. Mitchell--372
Ercil Orme--372
Clarence R. Johnson--370
Jas. E. Easley--456
S. E. Griggs--374

APPENDIX III

THE FOLLOWING IS A COMPLETE REPORT OF THE RESOLUTIONS COMMITTEE AS SUBMITTED TO THE CONFERENCE DURING ITS PROCEEDINGS.

Resolution No. 1--For a 196 hour basic month--presented by Local 351

WHEREAS the law was passed in the Railway Labor Board of 1918 that 240 hours constitutes a basic month for service employees, and

WHEREAS it was written into general order #27 which became the basic law of all railroad labor, and

WHEREAS it seems that this law was meant to give the service employees an an eight hour day but in reality causes them to work nine hours and fifteen menutes per day, and

WHEREAS in order to spend some time with our families we should work on the basis of a true eight hour day, therefor be it

RESOLVED that this Conference go on record to abolish this false eight hour day or two hundred forty hour law, and be it further

RESOLVED that in its place we propose and fight to establish a true eight hour day or 196 hour basis month.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 2--Formation of Joint Board, Dining Car Employees Union, submitted by Local 351 and Incorporated in Resolution No. 18. (see below)

Resolution No. 3 and No. 5 (combined) Dining Car Department in International and Contract Negotiations

WHEREAS there is at present a National Department of Dining Car Employees in the National, and

WHEREAS that department has not been representative of the will and interest of Dining Car Employees, and

WHEREAS before the year 1934 the Dining Car Employees were considered railroad equipment and used as such, and

WHEREAS the Railway Labor Act as amended in June 1934 gave Dining Car Employees the right to be represented as a class or craft, and

WHEREAS some 5,000 Dining Car Employees banded together and took advantage of this Magna Charter and came under the banner of our International Union, and

WHEREAS the International Union at the 26th Biennial Convention, held in Minneapolis, Minnesota, in 1934 and again at the 27th Biennial Convention held in Rochester, New York, in 1936, approved and passed the Dining Car Committee's report, and

WHEREAS the Dining Car Department was created within our International Union and the men were to be appointed to solidify these locals for the best interest of Dining Car Employees, and

WHEREAS to date each and every local has to depend upon itself and only the mediocre contracts negotiated by each and every local through lack of experience in drawing up contracts, therefore, be it

RESOLVED that the Dining Car Department in our International Union be placed under the control of the Dining Car employee unions, and be it further

RESOLVED that the officers in this department be elected by a rank and file vote of the railway culinary workers in dining car employee unions affiliated with the International, and be it further

RESOLVED that ways and means be worked out whereby all working agreements will be negotiated through and by the Dining Car Department in our International Union.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 4--Against Race, Creed or Political Discrimination --submitted by Local 456

WHEREAS there are unions in the International who are not accepting the responsibility imposed upon them by the International Constitution to organize all culinary craftsmen in their jurisdiction, and

WHEREAS the failure to accept this responsibility is injurious to qualified workers, therefore be it

RESOLVED that this Conference go on record calling upon the International to make it mandatory upon all locals affiliated to organize all workers regardless of race, creed or political affiliation.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 6--National Machinery to Cope with Problems of Dining Car Employees Submitted by Local 456

WHEREAS the problems confronting railway culinary workers have become acute, and

WHEREAS the speed-up system, faster train schedules, low basic rates of pay, inadequate pension legislation, and seasonal unemployment are problem that demand more comprehensive and concerted action by this group of workers, and

WHEREAS the whole social and economic status of this class of workers is being seriously and actually impaired, therefore be it

RESOLVED that delegates assembled in this Omaha Conference go on record for the setting up of machinery to deal with these problems on a national scale, and be it further

RESOLVED that this Conference go on record for the setting up of a National Council of Railway Culinary Workers to carry out the decisions and plans of this Conference, to carry on the work of unifying and educating Railway culinary workers and to work toward harmonizing agreements through the medium of exchange of ideas and experiences, and be it further

RESOLVED that this Conference go on record for the publishing of a monthly national paper and the maintenance of a central national office and a national secretary, and be it further

RESOLVED that a committee immediately be set up to make a budget for the expense of carrying on the work of the Council, and the maintenance of a national office.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 7—Split in the Labor Movement, Submitted by I. P. Flory, Local 456

WHEREAS the present split in the labor movement between the A. F. of L. and the C. I. O can easily result only in adetriment to the entire laboring masses, and

WHEREAS representatives of the two groups are at present meeting in Washington D. C. on the question of reuniting the ranks of labor, and

WHEREAS the issue that caused the split is, in the main, the question of Industrial Unionism and the organization of the unorganized, therefore be it

RESOLVED that this Conference go on record urging the A. F. of L. to recede from its position and readmit the C. I. O., acknowledging the principle of industrial unionism and and organization of the unorganized, and be it further

RESOLVED that copies of this resolution be immediately dispatched to the conference between the A. F. of L., and the C. I. O. now in session in Washington, D. C.

The Committee recommended non-concurrence, but recommended in its stead, adoption of the following resolution:

WHEREAS a fight is going on between the warring factions of our great American labor movement, and

WHEREAS this Conference is a unit of one of these bodies, therefore be it

RESOLVED that for the benefit and help of all labor, this Conference go on record instructing the Secretary to draft a communication to the International Union endorsing the present Conference now in session in Washington D. C. The resolution was adopted.

Resolution No. 8--Organization of Miscellaneous Railway Culinary Workers--Submitted by I. P. Flory--Local 456

WHEREAS there are a large number of miscellaneous employees working in the various commissaries throughout the country, and

WHEREAS the Railway Clerks Union, which refuses to admit Negro workers, claims jurisdiction over these workers and has not done anything either to organize them or to bargain for them, and

WHEREAS these employees, through the failure of the union that is supposed to have jurisdiction over them to organize the, are working under very bad conditions, with low pay, irregular hours and other bad conditions, and

WHEREAS these employees, logically, working under the Dining Car Departments as they do, belong with dining car employee unions, and are anxious to become so affiliated, therefore be it

RESOLVED that this move be prosecuted by all dining car locals immediately, and be it further

RESOLVED that copies of this resolution be sent to the International Union and the A. F. of L. executive Council

The Committee recommends concurrence. Resolution adopted.

Resolution No. 9--Requesting the International for $25,000 for Organizational purposes--Submitted by I. P. Flory-456, Solon C. Bell-465, John E. Hargrove-465, Henry L. McCain-384 and S. E. Griggs-374

WHEREAS the dining car employees throughout the nation are very poorly organized with less than a third of the number of said employees in unions, and

WHEREAS conditions in the railway industry today make it imperative that this group of workers be organized one hundred per cent, as soon as it is possible, and

WHEREAS dining car employee unions contribute on the average more than ten thousand dollars per year to the International Union, and

WHEREAS the organization of the ten to fifteen thousand dining car employees will greatly enhance the membership and strengthen our International Union, therefore be it

RESOLVED that this Conference go on record appealing to the International for twenty-five thousand dollars for organizational purposes immediately, said money to be spent under the auspices of the dining car employees through their representatives in conjunction with the International representative of dining car employees, and be it further

RESOLVED that the International Representative be requested to wire at once to President Flory, this resolution urging Brother Flory to immediately handle this matter by wiring approval from members of the International Executive Board.

The Committee recommends non-concurrence. Resolution non-concurred.

Resolution No. 10--Amalgamation of Dining Car Unions--Submitted by Local 351

WHEREAS the Dining Car Committee's report to the 26th Biennial Convention held in Minneapolis, Minn. in 1934 went on record according to said report that only one charter would be granted in any given locality, and

WHEREAS the International Union since that time has issued craft charters wherever applied for, the one system which unknowingly works against the other, therefore be it

RESOLVED that where such cases exist that this Conference go on record to to have the International Union enforce the Amalgamation of these locals in order) to give them strength.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 11--Women's Auxiliaries

WHEREAS the various locals of dining car employees have a large number of wives and mothers, who should be conscious of our problems as workers and

WHEREAS in the struggle ahead it is absolutely imperative that we have the support of women conscious of these problems and prepared to meet them, therefore be it

RESOLVED that this Conference go on record calling upon all dining car employee unions and groups to establish a Women's Auxiliary and to give every assistance possible to make the women of dining car employees conscious of the importance of auxiliaries and their role in the struggle for the liberation of the working people.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 12--The Scottsboro Case,--Submitted by the Resolutions Committee on Instructions from the Conference.

WHEREAS the United States Supreme Court has failed to review the petition of the defense attorney in the case of the State of Alabama against Haywood Patterson, on of the Scottsboro boys, and

WHEREAS this case has been tried in the lower courts of the State of Alabama and have resulted in the conviction of said defendant, whose innocence has been proven beyond a shadow of doubt, therefore be it

RESOLVED that this Conference go on record as condemning said action and draft a letter to be sent to the International Union urging them to use their influence or other assistance to have this case reviewed.

Resolution adopted.

Resolution No. 13--Relief Problems in Nebraska, Submitted by the Resolution Committee

To the Honorable Governor of the State of Nebraska, to the Mayor of Omaha and to the Douglas County Commissioners:

WHEREAS National Conference of Dining Car Employees in Conference assembled at Omaha, Nebraska, October 25-29, 1937 recognized the fact of widespread unemployment of a large number of workers in the City of Omaha and Douglas County, who are supposed to be direct recipients of the benefits of Federal and State Funds as provided for the operation of the Works Progress Administration, and

WHEREAS in view of the fact that a large number of persons, notably women with families to support, are denied benefits of W. P. A. without just cause or reason given, and

WHEREAS this condition necessitates said persons' seeking the assistance of various charities which are inadequate, and

WHEREAS self-respect of these dependents are thereby imparied, therefore be it

RESOLVED the above Honorable persons take immediate steps to rectify this condition and grant to these unemployed persons their full, just and equitable share of employment which results from the expenditure of W. P. A. funds wherever and in whatever department these funds are expended.

Resolution adopted.

Resolution No. 14--Organization of Railroad Stationary Culinary Workers--Submitted by Robert Singletary 385 and Ishmael P. Flory, 456

WHEREAS there is a large number of culinary workers in stations and railroad hotels and eating houses, and

WHEREAS the organization of these workers is essential to the life of dining car employees and to the success of these employees in time of strife. therefore be it

RESOLVED that this Conference go on record for the organization of these workers into dining car employee unions.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 15--The Wagner-Gavagan Anti-Lynch Bill, submitted by I. P. Flory--456

WHEREAS a special session of Congress is about to be convened with the Wagner-Gavagan Anti-Lynch Bill scheduled to come up for consideration, and

WHEREAS this Bill is a practical means to check the lawlessness of lynching, a blight upon our American Democracy, and

WHEREAS this Bill has had the endorsement of the International Convention in its last Biennial Session, therefore be it

RESOLVED that this Conference go on record urging the International to immediately put into motion the necessary machinery for the purpose of placing pressure upon Congress for the passage of this bill, and be it further

RESOLVED that copies of this resolution be sent to the International Union, the A. F. of L. Executive Council, the Committee for Industrial Organization, the National Negro Congress, the National Association for the Advancement of Colored People and to the proper committee in Congress dealing with this type of legislation.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 16--Cooperation of the Local Press'--Submitted by I. P. Flory, on instructions from Conference

WHEREAS the Conference has had unusual and valuable cooperation from the local press; namely, the Omaha World Herald, the Omaha Guide, the Omaha Chronicle and the Unionist, therefore be it

RESOLVED that this Conference go on record thanking these four papers for their cooperation, and be it further

RESOLVED that copies of this resolution be sent to these four papers.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 17--Spanish Democracy and support of Anti-Fascist Movements

WHEREAS the struggle waged by the Loyalist in Spain is a struggle on the international world front to preserve democracy and prevent the spread of Fascism, and

WHEREAS the victory of the Loyalist in Spain is absolutely necessary if we are to check Fascism and its danger to the trade union movement and true democracy, and

WHEREAS there are stronganti-fascist bodies aiding the cause of Spain and of World democracy, therefore be it

RESOLVED that this Conference go on record in support of the struggle of the Loyalist, and be it further

RESOLVED that this Conference go on record urging all unions of dining car workers to give aid and support to the North American Committee to aid Spanish Democracy, and be it further

RESOLVED that this Conference go on record urging the local unions of dining car employees to affiliate with the League Against War and Fascism, and the National Negro Congress.

The Committee recommends concurrence. Resolution adopted.

Resolution No. 18--To Establish Joint Executive Council of Dining Car Employees-
Submitted by the Ways and Means Committee

WHEREAS under section 85 to and including section 98 of the International Constitution, provisions are incorporated for the establishment of Joint Executive Boards and the participation of the several locals in each city where organized, and

WHEREAS it is mandatory for dining car locals to affiliate with said local joint boards and pay the required per capita tax without deriving material benefit, and

WHEREAS we recognize the value of joint boards in connection with the handling of the common problems of city workers in our industry as seen in the recent San Francisco strike, the organization program in the city of New York and other cities, and

WHEREAS like machinery embracing dining car unions organized for the handling of wage awards, adequate legislative representation, presentation and arguments of cases before the various Federal Boards set up to consider only rail workers problems, therefore be it

RESOLVED that the International Union grant a charter to establish such machinery, and be it

RESOLVED that the International Union grant a charter to establish such machinery, and be it

RESOLVED that the International Executive Board advise and instruct all joint executive boards that dining car Locals now affiliated are to withdraw and affiliate to the new charter of the Dining Car Employees Joint Executive Board, and be it further

RESOLVED that a copy of this resolution be submitted to each Joint executive board wherever organized.

The Committee recommends concurrence. The resolution was adopted.

Respectfully submitted,

Bernard Gravelli	Local 456	Chairman
John E. Hargrove	Local 465	
McGill Simms	Local 351	
Henry L. McCain	Local 384	
Maceo V. Littlejohn	Independent	
Robert L. Singletary	Local 385	

APPENDIX IV

REPORT OF COMMITTEE ON A NATIONAL CONTRACT AND AGREEMENT

We, the delegates of the National Conference of Dining Car Employees at Omaha, assembled, realizing that workers in the said and allied departments are afflicted with economic problems confronting every group of workers employed in common carrier service throughout the North American Continent, and further realizing that these problems can be solved in equity and justice to the interested parties, and that industrial security must be assured future employees of dining and allied departments, have given careful study and thought to ways and means of obviating present conditions which subject dining car workers to many industrial, economic and social injustices, with the end in view of presenting a constructive remedy, namely the devising of a framework of an agreement, national in scope, which purports to unify, within practical means, all basic and fundamental conditions dealing with rates of pay, hours of service, compensatory accumulative rules, scope rules all inclusive, and definite provisions to safeguarding employees under grievance charges.

The following is your Committee's findings and report on the fundamental question of a nationalized working agreement:

I. Counter-parts of such agreements should clearly specify who the contracting parties are.

II. There should be a preamble which recognizes certain relationships, together with a trend of philosophy of broad democratic principles of social justice and obligations which are inviolate.

III. The main objectives of these nationalized agreements should embrace among other things terms that should receive consideration predicated on the following factors:

A. A rule dealing with existing conditions

B. A basis of compensation which should show

1. A computation by hours
2. A computation by miles
3. Total compensation in no case less than the pro rata average of hours or miles for a like number of service days involved in any service trip based upon the daily average of the service month.
4. A constructive allowance

IV. The provision relating to hours of service should embody:

A. Continuous time with a minimum deduction

B. Standing by or station-duty time

V. Seniority and roster which should show among other things:

A. The date of seniority

B. Transfer of seniority

APPENDIX IV
(con't)

C. Recognition that in the exercise of the right of seniority, it can be operative only through the agency which contracts to make the right and protect its enforcement. (Placed in when delegates raised the issue of a closed shop or preferential hiring)

D. Consolidating seniority districts

E. Dividing seniority districts

F. Method of determining seniority qualifications

G. Transfer of operations of runs

H. Transfer of employee to official position, either company or organization

I. Continuing of seniority rights

VI. Lay-over periods should be considered in light of the following:

A. Employees in transcontinental service

B. Employees in over-night service

C. Employees in extra unassigned service

VII. Assignment of runs should take the following items into consideration:

A. Bulletining of positions and selections

B. Bidding according to seniority rights and qualifications

C. Change or discontinuance of assignments

D. Rights of displaced employees

VIII. Vacations with pay

IX. Provision of machinery to provide against arbitrary discipline and to handle grievances

X. Consist of Crews

XI. Relief periods in a given month--This should conform with the new trends of the number of days worked by employees where labor is best organized.

XII. Miscellaneous items include among other things:

A. Reduction of forces

B. Court duty

C. Room and bathing accommodations

APPENDIX IV
(conc'd)

D. Held for extra special duty

E. Constructive allowance

F. Free meals and uniforms

G. Passes and leaves of absence

H. Consolidation or coordination between carriers

I. Promotions

J. Privilege to confirm time allowance claimed by supervising officers

K. Proper classification of all duties within the scope of the agreement

L. Commissions for vending service

M. Probationary period of employees

N. Provisions for representation

O. Duration of contract

Fraternally submitted,

Maceo V. Littlejohn, Independent-Chairman
Geo Brown--370
Clarence R. Johnson--582
Leo Metzl--351
Bernard Gravelli--456

APPENDIX V

COMMITTEES

RULES COMMITTEE

George E. Brown--Local #370--Chairman
S. E. Griggs, Local #374
George Halsey--Local 465

RESOLUTIONS COMMITTEE

Bernard Gravelli--Local #456--Chairman
McGill Simms--Local #351
Henry L. McCain--Local #384
Maceo V. Littlejohn--Independent
John E. Hargrove--Local #465
Robert I. Singletary--Local #385

CREDENTIALS COMMITTEE

R. N. Thompson--Local #370--Chairman
Robert I. Singletary--Local #384
H. L. McCain--Local #384

WAYS AND MEANS COMMITTEE

George E. Brown--Local #370--Chairman
Charles McMurray--Local 465
Leo Metzl--Local #351
Charles Mitchell--Local #372
Ercil Orme--Local #372
Clarence R. Johnson--Local #582
James E. Easley--Local #456
S. E. Griggs--Local #374

NATIONAL CONTRACT COMMITTEE

Maceo V. Littlejohn--Independent--Chairman
George E. Brown--Local #370
Clarence R. Johnson--Local #582
Leo Metzl--Local #351
Bernard Gravelli--Local #456

ASA PHILIP RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

Grievances and Inquiries

1949-77
+
undated

DUNSON
BOX 108
WARRENTON, NORTH CAROLINA

March 21, 1949

A. Philip Randolph,
International Pres.,
Brotherhood of Sleeping Car Porters

Dear Sir:

I am a Va. Division Porter. They consolidated the Div. for some cause, I don't know why. Before this I was the tenth man on the seniority list, but now I'm the twenty-third man.

I was a member of the Union but have gotten behind in my dues. I would like to rejoin but can't pay all of the fee at once. I wonder if these Divisions can go back like they were, if so it will help me and many others. As it is now I don't stand for a job. Please let me hear from you at once if anything can be done. I am very interested in the Union.

Thanking you in advance.

Yours truly,
James H. Dunson
Day Coach Porter
From Norlina N.C. to Portsmouth Va.

March 29, 1949

Mr. James H. Dunson
Box 108 - Dunson
Warrenton, N. Carolina

Dear Sir and Brother:

This will acknowledge receipt of your letter of March 21st in which you point out that your seniority rights have been violated and that you want to rejoin the Brotherhood of Sleeping Car Porters so that the union may be able to protect your rights.

The Brotherhood will be very glad to welcome your membership in the Organization at any time you wish to rejoin. Your reinstatement fee will be $25. Of course you know the monthly dues are three dollars.

Now I cannot promise ou that the Brotherhood will be able to correct and solve all of your problems. All I can assure you of is the Brotherhood will give you its honest, courageous and intelligent service, with the hope that it will be able to help get and protect your rights. This is all we can do for any porter. Of course the Brotherhood is in a better position to help you protect your rights than you are yourself, because the Brotherhood represents 95% of the porters on all the railroads of the nation, whereas you are just one porter with no power or influence. Now you may pay your reinstatement fee in two installments. I don't know what division you would be associated with unless it would be Norfolk. You have not suggested what railroad you are a porter on. For that matter, I am not sure we represent the porters on your road. Kindly let me have this information.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

April 11th 1949
115 W 5th St.
Lakeland Florida

Dear Sir:

For the information that I have on the set up of the work cord that I have. are as follows,(the brotherhood Railway Carmen of America)

(1) Not allowed to meet with this organization
(2) No Book number or Registered number
(3) No information on seniority in setting you up
(4) No printis helper or printis

In 1948 Sept, their were three or four mens set up over me, my dues was not good enough in the union. the charman of this union stated that he could not help me. I goes to the financial secretary for imformation, And he said that they could set up who they wonted to. and said that I could stop paying my dues if I wonted to, I said no it not that, I just wonted some imformation, but I fail to get any, I was laid off twice since working for the company I begain in Mar.1942,the bulletin board stated that a reduction in force, along about July I was laid off but was call back in a week work another week and was laid off again but they gave me a transfer to another shop until I was called to the army,

that is my story it is true one but sad

Yours truly
Cicero Brown
Cicero Brown

Forward to Randolph

9 Freeman Collins a member of Carmen local no 633

Statted a.cl.RR. work Continue Service 3/5/1927
as labor Set up as car oiler x packer 11/17/27

and Set Back to af labor in the year 10/31/30
Some Rate Of Pay or coach Cleaner which payed
Continued until 11/44 Set Back up as
Carman Helper By Singing away my coach Cleaner
rights So I have continued asking For my Rights
as Helper ~~[illegible]~~ Every Since 1940 But have not
Been Successful So now I have Ben Cut off
Since 3/18/49 and they are working men as
Printice x Printice Helper all White ~~[illegible]~~

951 N FLA. AVE
Lakeland Fla.
↑ Freeman Collins

Forward to Randolph.

B

June 25, 1949

Mr. Cicero Brown
115 W. 8th St.
Lakeland, Florida

Dear Sir:

This will acknowledge receipt of your letter of April 11th containing complaints against the Brotherhood of Railway Carmen. Of course the Brotherhood of Railway Carmen still has a color clause in its constitution and discriminates against workers because of race or color. However, since you are a member of the Organization, your only hope and salvation is to attend the meetings and raise protest against all forms of discrimination.

So far as grievances are concerned, you have a right to appeal to the Grievance Committee for the settlement of grievances and claims. If your Grievance Committee does not comply with your request, then you should write a letter to the International President of the Carmen. If you keep up your agitation against discrimination, you will get some results.

I would advise you to remain in the union, inasmuch as the Brotherhood of Railway Carmen won the election and now has jurisdiction over all carmen.

Fraternally yours,

A. Philip Randolph
International President

APR:RB

COMPLETELY MODERN
CONVENIENTLY LOCATED
4½ BLOCKS NORTH OF MAYO CLINIC

VERNE MANNING
Prop.

THE
AVALON

CAFE IN CONNECTION

PHONE 2-2210

301 North Broadway
ROCHESTER, MINNESOTA

Mr A Philip Randolph
New York NY

Aug 18-1950

Dear Friend & Pres. - Hope you are fine and dandy and still doing the job as usual.

I have been ill since April 15, so I have had no contacts with brotherhood, as I have seen only 3 brotherhood men - Meet brother Groom on street one day as I was going to doctor, and that was my first day out for sometime, as I could not walk up steps I did not visit office, so I have not been in meeting since March - spent 16 days in hospital at home - 3 wek in home - 16 days going through Clinic at Rochester before they could put hands on my case - a new disease of which I was no 9. Peratoratis Nodaso - an artery disease - Spasm in arteries - Causing shocking pain - followed by alternating fevers - Entered hospital here on July 15 - will be in for 2 months for treat ment with the world wonder drug Cortisone, Feeling fine would leave now if left to me, but medical staff says no.

Now Brother Randolph what I want to know is, with the trend of almost all labor groups

COMPLETELY MODERN
CONVENIENTLY LOCATED
4½ BLOCKS NORTH OF MAYO CLINIC

VERNE MANNING
Prop.

THE
AVALON

CAFE IN CONNECTION

PHONE 2-2210

301 North Broadway
ROCHESTER, MINNESOTA

✓

negotiating pension rates, seemingly far in access of what we get, and right fully so, for with the high cost of living and new taxes, the past pension rate would not even start to supply ones needs, so my question is, Is there any thing being done to up our penson rate in the Rail in dustry?

The amount we pay in based on our salary surely should entitle us to more pension, I have to ask the questions, ~~as~~ I do not know what is going on; as I have no contact, due to my not being able to attend meetings since Mch - and our member ships just do not visit the sick - I used to leave meetings - visit my sick brothers and post them on what was discussed, but I have not had the pleasure of such return visits - and no literature is mailed out giving such data.

Hoping to hear from you soon, I am respy Yours

Jno. L. Randolph
St. Marys Hospital
Rochester, Minn
R2-139

You may write me here
untill at least
Sept 15

R

September 1, 1950

Mr. J. L. Randolph
St. Mary's Hospital
Rochester, Minn.

Dear Mr. Randolph:

Permit me to thank you for your letter of August 18th concerning pension. May I say that a bill is now pending in the Congress to increase the pension of railroad men by 25%. The Social Security Act has been amended already to increase pensions after 1951 by 100% I am sure the bill to amend the Railroad Labor Act will be passed sooner or later. This is about all I can tell you on this subject at this time.

Sincerely yours,

APR:ha

A. Philip Randolph
International President

Summerville SC. Feb. 28-'51
Box 454.

B.S.C.P.

President A. Phillip Randolph.

Dear Sir.

I am quite sure you will be surprised to get this letter from one, being a stranger, but I've heard my husband speak so often of you in regards to helping the Pullman Porters out in so many respects. I am writing to ask you if you can give me any information as to the widows of the Porters Pension they are supposed to get from the Rail Road Retirement Act that was to be given them sometime ago, but haven't started yet. I've read where it was to start when we are 65 - then they changed the age to 55 - and as at present I am 64 & could really use it now

My husband has been dead 6 yrs. last January & of course I did get a lump sum but with so many expences it could not last very long. Eight (8) mo. before his death we were burnt out & of course had quite a lot of expences as we lost every thing & had to start all over again this home now that I am buying is in #900. debt now just the home alone with other expences.

If there is any information concerning this Pension you could give me certainly will be appreciated, I am a mother of ten children but they are all not in a position to help me as they would like.

President Randolph I will

appreciate very much an early reply. Please don't publish this letter.

I remain Respt.

(Mrs.) Walter H. Cady.

Box 45-4 Summerville

S.C.

April 17, 1951

Mrs. Nolte H. Eady
Box 454
Summerville, S. C.

Dear Mrs. Eady:

This will acknowledge receipt of your letter of February 25th inquiring about pension for porters under the Railroad Retirement Board. May I say all railroad workers are entitled to pensions under the Railroad Retirement Act. May I inquire as what type of railroad work your husband was engaged in, how many years he worked in the railroad industry and when he died, and was he a member of any organization.

I am sure there will be no difficulty in your getting some kind of pension if your husband was a railroad man. I will be glad to help you get whatever you are entitled to.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

BEST COPY AVAILABLE

DOCUMENT IS DAMAGED IN THE ORIGINAL

454 No. Spring St.,
Tupelo, Miss
Mar. 3, 1952

Mr. Philip Randolph,
Pres Brotherhood of Sleeping Car Porters
217 W. 125th St.,
New York, N. Y.

Dear Bro Randolph:

I had a letter from the Pension Board stating that there had been a bill passed making retired R.R. men's wives eligible for pensions and was sent a blank to fill out giving my wife's date of birth which I did.

They instructed me to mail the information to my nearest board which is Memphis, Tenn. I did so in Nov. and up to now I haven't heard from them.

So I am writing you to ask will you kindly have Bro. Webster look after this for me. I would have written him but I did not have his address.

My wife has no birth certificate

the Metropolitan Ins. Co. It was issued in Pittsburg Mar 1, 1902 for Effie M. Jackson. She was 16 yrs old at the time Born Sept 6, 1886

The policy is available if necessary. I felt it was best to ask the Brotherhood to look after this as they took care of my pension.

I want to take this opportunity to say how much I enjoy the Black worker as I am still as interested in Brotherhood's success as ever, and do hope for you and your efficient staff a continued success.

Thanking you kindly, I am

Respectfully Yours,

Tom Carroll

C

April 15, 1952

Mr. Tom Carroll
454 No. Spring Street
Tupelo, Miss.

Dear Brother Carroll:

Permit me to thank you for your letter of March 3rd in which you inquire about wives of retired railroad men being eligible for pensions. Wives are eligible to collect a pension upon the death of their husbands and if they have not married again. No doubt you will hear from the Railroad Retirement Board in Memphis since the Boards always reply to communications. It merely takes some time.

I hope this information will be helpful. Anything further you wish to know, kindly so advise me and I will attempt to give you the information.

Fraternally yours,

APR:ha

A. Philip Randolph
International President

R. 3. Bx 55

W

Mason, Wisc.

4/55

Mr. A. P. Randolph
Int Pres. B.S.C.P.
N.Y.

Dear Mr Randolph-

I shall be leaving Chgo Sat. for home After burying Jack here one week ago. Having the last check you sent made me so able to carry on & make Jack very comfortable! I wrote you about 2 wks. before the passing of Jack telling you that he was quite ill. So I thought that you was away from N.Y. as you did not reply. On the farm I have about 3 heavy obligations & I would appreciate the continuation of his allowance So that I may fullfill these needs with out embarassment. Bro. Webster & the whole Organization was very kind to me, Sincerely yours
fraternally
R. B. Mills

April 28, 1955

Mrs. R. B. Mills
Route 3, Box 55
Mason, Wisconsin

Dear Sister Mills:

Let me personally express my great sorrow upon the loss of your husband, Jack Mills, and my good friend and co-worker. I was down in Texas at the time of his death, otherwise I would have availed myself of the opportunity to attend the funeral services.

Now, so far as I know, the International Executive Board has provided that the widows of certain official leaders of the Brotherhood shall receive one-half the amount of the pension the brother was receiving during his retirement. Only one of the six international officials that come under this regulation has retired, namely, Brother Bradley, who now receives $200 a month in pension. If Brother Bradley should die, his widow would receive $100. I think that Brother Mills was receiving $150 a month pension, but I shall plan to have the Board go on record at the next meeting, which will be May 16, to give you a pension of $100 per month.

I am glad to hear that Brother Webster gave you every cooperation and support in Chicago to help you with the funeral.

I hope to keep in touch with you from time to time.

Fraternally yours,

A. Philip Randolph

R/W

R.3. Bx 55
Mason, Wis.
6/55

Mr A. Philip Randolph
Int Pres. B.S.C.P.
New York. N.Y.

Dear Bro. Randolph.

Have been wondering what disposition the board made of my case, I waited to hear from you after the board met May 16th in Chicago. Up to this time June 20th no word has reached me.

There are some things I could tell you in person that you will understand. Sorry you could not be at his Jack's funeral services.

Jack did so much desire to attend the Zone meeting in his home town Dallas Texas. Where he was born. It was a great meeting.

Hope Mrs Randolph is feeling fine. Thanking you for your considerate thought of me. Fraternally yours

R.B. Mills.

June 28, 1955

Mrs. R. B. Mills
Route 3, Box 55
Mason, Wisconsin

My dear Friend and Sister:

Thank you for your letter of recent date inquiring about the Board taking action on your case.

May I say that you will receive one hundred dollars a month pension. This arrangement has been made for wives who survive international officers and Jack was included among them.

I am sorry that I didn't get to Jack's funeral because I was greatly devoted to him and I know that he was greatly devoted to me. I was in Dallas, Texas at the time.

I hope that you are well. Sorry I didn't get to talk with you but I will, no doubt, see you some time in the not distant future.

With cordial good wishes, I am

Fraternally yours,

A. Philip Randolph

R. 3. Bx 55
Mason, Wis 7/8/55

Mr A. Philip Randolph
Int Pres. B.S.C.P.
217 W. 125th St.
New York, N.Y.

My Dear Mr. Randolph:—

Thanks for your letter of June 28 with regard to action taken on my case. as I did not recieve Jack's stipend for April & up to this date no consideration for me — I decided to take the matter up with you & Bro Webster.

Permit me to thank the Brotherhood for there love & devotion to & for Jack.

Jack was criticially ill for some time, after the board meeting last Dec. he required Dr. & medical care which was a heavy draw on his resources

I shall explain to you when I see you that you may understand

I know that there are so many unreasonable & unnecessary tackles

Yes Jack was very devoted to you having the very highest regard & respect for you. No other man in the Brotherhood held that place.

He always said that you was delightfully human & approachable & genuine & obviously not impressed by the greatness of your achievements.

The winters here are very severe and in order that I may be able to carry on I must have fuel & feed for my horse & my chickens. as I am here alone. And I am very happy & contented here. I assure you that it gives me great encouragement to know that I have the friendship & co-operation of men like you & Bro Webster with your type & character.

Thanking you in advance for any consideration. I am Sincerely & Fraternally

Yours R. B. Mills.

July 11, 1955

Mrs. Jack Mills
Route 3, Box 55
Mason, Wisconsin

Dear Friend and Sister:

I have your letter of July 8, 1955, with comments on the fact that you have not received anything from the Brotherhood since the death of Brother Mills. I have advised Brother Totten to send your pension for the months that hefailed to give you.

I hope you will be able to make out there at your home since you like it although it has been my thought that those winters are cruelly severe and almost too much for even a man to endure. But I suppose if your mind is made up to stay there you would be unhappy anywhere else.

You may be assured that the Brotherhood will send you your pension monthly.

Fraternally yours,

A. Philip Randolph
International President

C/

153-16 132nd Avenue
South Ozone Park, Long Island
New York

January 19, 1956

Mr. A. Phillip Randolph
National President
Brotherhood of Sleeping Car Porters
217 West 125th Street Room 301
New York, New York

Re: Clardy vs. Clarke
Index # 522
New York County Supreme Court

Dear Mr. Randolph:

Thank you for granting me an interview on Monday, January 16, 1956. I am the daughter of Felix C. Clardy a retired Pullman Porter and member of the Twin Cities Division of the Brotherhood of Sleeping Car Porters. Mr. Frank Boyd was the union local president. Our home for more than forty years is Minneapolis, Minnesota. Your name was a household word in our community a labor minded city and state. Your many speeches in the TwinCities, and your courageous international leadership had been a source of great inspiration to me through the years and has given me the moral strength to follow through with this present course of action.

On 12/29/53 I was provisionally employed as a probation officer of the Magistrates' Courts, Criminal Courts Building, 100 Centre Street New York, New York. In 11/54 I took the Civil Service Examination, passed, was certified and appointed permanently on 4/5/55.

Subsequently, I was dismissed on September 30, 1955, just prior to the expiration of my probationary period, the close of the business day on 10/4/55. In spite of written requests by me and through my attorney no statement of charges have been received to date.

On or about 1/12/56 we filed a petition in the New York State Supreme Court on Artile 78, Section22 of the Civil Service Law. According to the New York Law an Article 78 is in the nature of a mandamus proceeding to compel the Chief Probation Officerto tell me how, why, when, and where my services as a probation officer were unsatisfactory and further requesting the presiding Judge of the New York State Supreme Court to grant me a free and impartial hearing based on any charges that might be preferred against me as the result of my request. That I am to be informed in writing how, why, when, and where my services were unsatisfactory.

The hearing is scheduled for 123/56 in the New York State Supreme Court. An adjournment may be requested, and as a matter of legal courtesy will begranted.

Many employees over a period of years have been dissatisfied with conditions in the probation bureau of the Magistrates' Courts. I am the first to take this particular action and feel quite confident that a favorable decision will improve the lot of civil servants throughout the City of New York. I have brought this matter to the attention of the NAACP Labor Committee and the National Urban League, Mr. Julius Thomas and Mr. Maurice Moss. My.credentials and character references as a matter of record with the Civil Service Commission in New York City.

Would you please bekind enough to send a character reference for me to my Attorney, Mr. James L. R. Costello, 360 West 125th Street, Suite 16, New York, New York.

Thank you, kindly for your time, your interest and your cooperation in this instance. May I also wish you continued success in your efforts in the field of national and international labor.

Sincerely yours,

Erma Clardy

Erma Clardy

JAN 20 REC'D

March 15, 1956

Mr. James L. R. Costello
360 West 125 Street, Suite 16
New York 27, New York

Dear Mr. Costello:

Concerning the case of Miss Erma Clardy, formerly of Minneapolis, Minnesota, who was dismissed from the position of probation officer of the Magistrates' Court, Criminal Courts Building, 100 Centre Street, New York, without a reason given for said dismissal; may I say, relative to her character, that I have known the family for twenty or more years; her father was a member of the Twin Cities Division of the Brotherhood of Sleeping Car Porters.

I have the utmost confidence in Miss Clardy's honesty and high sense of devotion to our democratic way of life and, in my opinion, her service will constitute a definite asset to any government agency or business enterprise.

I hope that your efforts will be successful in securing her restoration to her former job for which she passed a civil service examination and was duly certified.

Very truly yours,

A. Philip Randolph
International President

3124 N. Capitol Avenue
Indianapolis, Indiana 46204
November 21, 1977

A. Phillip Randolph
260 Park Avenue
New York, New York 10010

Dear Sir:

I am writing you concerning the lawsuit against The Pullman Company, that Mr. Earl A. Love has filed in Denver, Colorado. I worked as Porter-in-charge for two-thirds of my life-time, and August 1, 1967 when the railroad took over from the Pullman Company, I was still Porter-in-Charge of Penn- Central line. I found the letter of August 23, 1974 which had been misplaced, and I was advised by a Cincinnati Porter on October 1, 1977, there was a large Convention in Denver, Colorado, September 25 through September 30, 1977 and there were 500 Porters there fighting for back pay of Porters -in-Charge.

I worked as Porter-in Charge from 1950 through 1967 on plus lines 1174, 1178, and 1146 including round trips from Indianapolis to Cleveland, and Cleveland to St. Louis. Also line 1142 from Indianapolis to Chicago, all New York Central and Big Four Railway, the Royal Palm lines round trip from Indianapolis to Chicago, Pennsylvania line # 13 from Indianapolis to St. Louis round trip.

I am asking of you , if I am too late to receive benefits from the Pullman Company. I am enclosing all letters concerning the content of this letter. Kindly return to me the correspondence from you dated January 5, 1967. I do hope this letter finds you well, I wait anxiously for your reply, and if I have omitted anything that I should have done kindly let me know.

Sincerely,
Chandler Houston
Chandler Houston

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Founder

Bayard Rustin
President

Frederick O'Neal
Vice-President

Norman Hill
Executive Director

National Advisory Board
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Special Events Consultant
Lionel Hampton

Counsel
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E. R. McKinney
Assistant to the President

Arch Puddington
Program Director

Leighton E. Wright
Controller

November 30, 1977

Mr. Chandler Houston
3124 N. Capitol Avenue
Indianapolis, Indiana 46204

Dear Brother Houston:

This will acknowledge receipt of your letter of November 21 concerning the lawsuit against the Pullman Company, and inquiring as to whether you are eligible to receive benefits from the Pullman Company.

I regret that I am unable to give you any information. As you know I have been in retirement for the past nine years and I do not know the present status of the case.

I want to suggest that you write to Brother William Seymour, International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters at 5253 Thrill Place, Denver, Colorado, 80207. I am sure Brother Seymour will be able to provide you with the information you are seeking.

With cordial best wishes, I am

Fraternally yours,

A. Philip Randolph

A. Philip Randolph
ew

I am returning the correspondence you enclosed in your letter to me.

INSTRUCTIONS
LOCAL OFFICIALS AND MEMBERS OF GRIEVANCE COMMITTEE

1. Local divisions are to instruct their members not to sign or make statements of any kind without first securing the advice and counsel of their local representative and whenever possible to get the assistance of their local representative on preparing such statements.

2. Local divisions are instructed to refer all claims and grievances to the Zone Supervisor for advice and recommendation for handling same, BEFORE taking any action on them with the local Company officials.

3. Local grievance committeemen, when possible, must not discuss with officials of the Company grievances, claims or other matters pertaining to the welfare of the employee, alone. At least two other members should be present, if possible.

4. At least two members of the Grievance Committee should be present when the transcript of hearings or claims is examined before said transcript is signed.

5. Members of the Brotherhood are to be instructed to refrain from discussing grievances that are pending. Members of the Grievance Committee shall refrain from and refuse to discuss a case with Company officials after it has been appealed to higher authorities. If inquiries are made, the answer must be that the case is on appeal and out of their hands.

6. The spokesman for the grievance committee should do the talking and the other members can either write notes to the spokesman or whisper their ideas to him.

7. Before cases are tried, instruct the defendant to answer all questions in the fewest possible words and then stop talking.

8. No case shall be handled by the Grievance Committee if the brother was not a financial member at the time the grievance occurred.

NOTE: As adopted by the 1940 Convention, re-emphasized in the two subsequent conventions and revised in the 1950 convention.

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BROTHERHOOD OF SLEEPING CAR PORTERS

Changes in Eligibility Requirements for Annuities
Effective in January 1975

Recent legislation, which is effective January 1, 1975, liberalized the age requirements for railroad retirement supplemental and wives' annuities and provided for increases in the railroad annuities of most survivor beneficiaries.

The following questions and answers illustrate these particular changes in the railroad retirement system which are effective January 1, 1975.

1. My husband retired at age 60 with 30 years of service in July 1974. When am I eligible for a wife's annuity?

In 1975, a full spouse annuity is payable at age 60 to the wife of a retired employee age 60 or older with 30 years of service, if the employee's regular annuity began after June 30, 1974. If the wife of such an employee has a minor or disabled child in her care, she is eligible at any age. Under previous law, every employee had to be age 65 before his wife could be eligible for a spouse annuity, and a wife had to be at least age 62 to receive a reduced spouse annuity unless she had a child in her care.

Wives who are qualified under the new age requirements and wish to retire should contact the Board office nearest their home for assistance in filing an application.

2. My husband is planning to retire at age 62 with 10 years of railroad service in 1975. Am I, as his wife, affected by the new law?

(More)

Yes. For an employee age 62 to 64 with less than 30 years of service, whose regular annuity begins after December 31, 1974, the new law lowers the age required of such an employee for his wife to be eligible for a spouse annuity. In 1975 the employee need be only age 62 for his wife to receive a reduced annuity at age 62 or a full annuity at age 65 or at any age if she has a minor or disabled child.

If you qualify under the new age requirements, you can apply for a spouse annuity when your husband retires.

3. My husband retired a few years ago. Is there any change in eligibility requirements for me?

The eligibility requirements for wives of 30-year employees who retired before July 1, 1974, and for the wives of 10 to 29-year employees retired before 1975 were not changed. Your husband must still be at least 65 years old and you must be at least 62 to be eligible for a reduced annuity, or be age 65, or have a minor or disabled child in your care, to be eligible for a full annuity.

4. How much can a spouse annuity be?

A wife's annuity is one-half of her husband's regular annuity, but no more than $247 in 1975. The average spouse annuity awarded in September 1974 was $151 per month.

5. What are the new age requirements for supplemental annuities?

Effective January 1, 1975, an employee with 30 years of service whose regular annuity begins after June 30, 1974, can receive a supplemental annuity as early as age 60. Under previous law, no supplemental annuity was payable until age 65.

However, employees who retired before July 1, 1974, and those with less than 30 years of railroad service must still be age 65, as in the past, before they can receive a supplemental annuity.

(More)

6. I retired with 30 years of service at age 60 in July 1974. Do I have to file another application to receive a supplemental annuity in 1975?

No. No action is necessary on your part. You should receive your first supplemental annuity check on February 1.

7. Have the amounts of supplemental annuities changed?

Not really. Previously, a retiree's regular annuity was reduced when he received a supplemental annuity. Though the supplemental annuities ranged from $45 to $70, the reduction in the regular annuity generally meant that the retiree had a net gain of only about $23 to $43. Under the new system, supplemental annuities awarded after January 1, 1975, range from $23 to $43, but there is no offset in the regular annuity. Thus, there is no real change in the net amount.

8. Are there any changes in the closing dates for supplemental annuities?

The closing date requirements for supplemental annuities are unchanged. For individuals reaching 65 in 1974 and later years, the closing date is the last day of the month after the month in which they attain age 65.

Closing dates are very important for railroad employees. Employees or retirees who perform any railroad employment, including work for a railroad union, after their closing date permanently lose their eligibility for a railroad retirement supplemental annuity.

9. How are widows affected by the new law?

The large majority of widows' and other survivors' benefits have been computed under a formula which provides 110 percent of the amount Social Security would have paid if the survivor had been covered by that system. The new law provides for 130 percent of the social security amount, so all benefits paid under that formula will be increased. Almost all of these survivors will receive

(More)

the increases in their March 1, 1975, annuity checks, which will include payments retroactive to January 1.

Widows and other survivors with benefits that have been computed under an alternate railroad formula may not receive increases under the new law. This is particularly true if they are receiving social security benefits on their own earnings. Those who are entitled to higher amounts as a result of the new formula will get the increase in their May 1, 1975 annuity check, with retroactivity to January 1.

10. Does a survivor have to file an application to receive the increase due in 1975?

No. These will be paid automatically to those due them.

11. Are railroad workers and their wives who retire at age 60 eligible for Medicare?

You must be age 65 to qualify for Medicare. However, coverage before age 65 is available, under certain conditions, if you are totally disabled or suffering from chronic kidney disease requiring dialysis or a kidney transplant.

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BROTHERHOOD OF SLEEPING CAR PORTERS

RAILROAD RETIREMENT REMINDERS FOR THE NEW YEAR
QUESTIONS AND ANSWERS

Many of the questions asked of the U.S. Railroad Retirement Board at the beginning of the year center on taxes, closing dates, earnings limitations, and Medicare. The following will answer some of these questions:

1. Are railroad retirement benefits subject to income taxes?

Regular railroad retirement and survivor benefits are not subject to Federal or State income taxes and should not be listed on your tax return. Unemployment and sickness benefits paid by the Board are also nontaxable. On the other hand, supplemental employee annuities must be included along with other taxable income on your Federal income tax return. The Board will send you a form early in 1975 that will show the total amount of supplemental annuity payments you received in 1974. However, while supplemental annuities are subject to Federal taxes, they have been ruled to be exempt from State income Taxes.

2. Has there been a change in railroad retirement tax rates?

Employee tax rates remain 5.85 percent, the same level as social security taxes. However, beginning with January 1975, the amount of earnings subject to the railroad retirement tax increases from $1,100 per month to $1,175 per month.

3. What are the supplemental annuity closing dates for 1975 and how important are they?

Closing dates are very important. Employees or retirees who perform any railroad employment, including work for a railroad union, after their closing date permanently lose their eligibility for a railroad retirement supplemental annuity.

For employees reaching age 65 in 1975 and later years, the closing date is the last day of the month after the month in which they become 65. It should be noted that an employee reaches a given age one day before his birthday. The Board suggests that employees age 62 or older contact the nearest Board field office for help in establishing proof of their age. This will prevent the possibility of their losing a supplemental annuity through any misunderstanding on their correct age.

4. Do the earnings limitations, some annuitants are subject to increase in 1975?

In 1974 earnings above $2,400 in the year could reduce certain railroad retirement benefits by $1 for every $2 earned over $2,400; but benefits were not reduced for any month in which earnings were $200 or less. In 1975 earnings in excess of $2,520 may effect the reduction of $1 for every $2 earned over $2,520 but benefits will not be reduced for any month in which earnings are $210 or less. - The earnings limits on disabled annuitants are unchanged from 1974.

5. Whosis subject to these earnings limitations in 1975?

These earnings limitations apply to almost all survivor annuitants. In 1975 many retired employees and their wives, not subject to earnings restrictions in the past, become subject to them. Most of these annuitants will be retired employees and their wives who are also receiving social security benefits. The U.S. Railroad Retirement Board will notify such retired employees and their wives who become affected by these earnings limitations later in 1975. However, the annuity of any beneficiary is not payable for any month in which the beneficiary works for a railroad, and retired employees and their wives may not return to work for their last pre-retirement nonrailroad employer.

6. How should railroad retirement beneficiaries subject to earnings restrictions report earnings above these limits to the Board ?

Beneficiaries whose payments are subject to restriction because of excess earnings should report their expected earnings for the year to the nearest Board field office as soon as they know their earnings will be more than the prescribed limit. The Board can then make immediate adjustments in benefit payments, thus relieving the beneficiary of repaying a large overpayment after the end of the year.

7. I have been receiving monthly survivor benefits from the Board on the basis of being a full-time college student but will probably not return to school after Christmas vacation. When should I notify the Board?

You should notify the nearest field office of the Board right away to avoid any overpayment which would have to be repaid.

8. I will be 65 in 1975. How do I sign up for Medicare coverage?
Entitlement for both hospital and medical Medicare coverage is automatic at age 65 for almost all annuitants on the Board's rolls. Employees who have not retired by age 65 must file applications to get coverage. Their applications should be filed at a field office of the Board during the three months prior to the month of their 65th birthday. This will give them immediate coverage at age 65.

9. When I was 65 I did not choose to have the supplementary medical (doctor bill) coverage of Medicare at that time. Will I have another opportunity to obtain this coverage?
Yes. You can apply during any general enrollment period which runs from January 1 through March 31 of each year. If you enroll during that time, your coverage will begin the following July 1. Your premiums will be higher because of late enrollment.

10. In 1970 I applied for supplementary medical coverage in a general enrollment period but was denied coverage because it was more than three years after the time I could have first enrolled. Should I apply again?
Yes, in the general enrollment period beginning January 1. The denial of coverage for such late enrollments or re-enrollments for doctor bill insurance has been eliminated.

11. What about Medicare enrollment for disabled employees, widows, and children who can be eligible before age 65?
To be eligible a person must have met total disability benefit standards and have received, or been considered in, an annuity paid by the Board for at least 24 months. Persons who meet these requirements and who have been receiving disability annuities are enrolled automatically when they qualify. Some eligibles, such as the disabled chilredn (at least age 18 and disabled before age 22) of retired employees must contact a Board field office. Other eligibles who would have to contact the Board are annuitants retired before 65 on the basis of age who have become totally disabled, and widows aged 50 or older who are totally disabled but have not filed a claim for disability because they are receiving survivor benefits on the basis of caring for minor or disabled children.

12. Must an employee actually be receiving a railroad retirement annuity before he or his wife or child can qualify for early Medicare coverage if they become victims of chronic kidney disease?
No, neither the employee nor his wife or dependent child need be an annuitant. However, the employee must meet certain minimum earnings or service requirements. It is also re uired that the individual's physical condition necessitate hemodialysis or a kidney transplant. Contact a Social Security Office if you or someone in your family is afflicted. Coverage can begin with the thrid month after the month he or she begins a course of hemodialysis.

13. Will the Medicare coinsurance charges a beneficiary pays for hospitalization increase in 1975?
Yes. A Medicare patient will have to pay the first $92 of his or her hospital bills, or $8 more than the present $84 charge. In addition, a patient's daily bill for hospital care between the 61st and 90th days will be raised to $23 from $21 and the daily costs for post-hospital care in a skilled nursing home between the 21st and 100th days will go up to $11.50, from $10.50.

MORE LATER

W.W.L.

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THE FOLLOWING QUESTIONS AND ANSWERS ON THE
NEW RAILROAD RETIREMENT LAWS MIGHT BE USEFUL

W. W. Seymour Sr.
W.W. SEYMOUR Sr.
INTERNATIONAL SEC.-TREAS.

New Railroad Retirement Laws

Questions and Answers

Congress has enacted legislation to restructure the railroad retirement system effective January 1, 1975. The legislation was based on recommendations negotiated by a joint committee of railroad management and labor representatives. That committee was formed at the direction of Congress mainly for the purpose of recommending a plan that would put the railroad retirement system on a sound financial basis. In addition, the new law is intended to remove a number of inconsistencies from the previous law, preserve the existing equities of career railroad employees, and make certain improvements in the areas in which changes were needed most. To this end, the Railroad Retirement Act of 1974 represents a completely restructured system and introduces a two-tier type benefit along the lines recommended by a Presidential Commission on Railroad Retirement.

The following questions and answers illustrate the major changes made in the railroad retirement system.

1. What is meant by a "two-tier railroad retirement system"?

The regular annuity consists of two components. The first tier of a railroad retirement annuity is an amount calculated in roughly the same way as social security benefits are determined and based on the employee's work both inside and outside the railroad industry. The second tier is a staff type benefit based solely upon the employee's work in the railroad industry. These two tiers are separate from a supplemental annuity and the so-called "windfall" component described in subsequent questions.

2. I am retired. All my work was in the railroad industry. How does this new law affect my railroad retirement annuity?

You are guaranteed that you will continue receiving at least as much in benefits under the new benefit structure as you previously received.

3. I am a career railroad employee who never worked under social security. I'm eligible to retire in 1974. Will my benefits be higher if I wait until 1975?

It depends on a number of circumstances, but in the great majority of cases, an individual, such as yourself, would be better off if he continued his railroad work for at least one month in 1975 before he retired. Additional amounts are payable to employees with service in 1975, and your wife may benefit from the change in spouse annuity eligibility requirements effective January 1, 1975. However, if an individual is age 65 in November of 1974 and consequently has a supplemental annuity eligibility closing date of December 31, 1974, he would lose his supplemental annuity by working after December 31, 1974.

In any case, contact the nearest U.S. Railroad Retirement Board office for advice.

4. I am still working in the railroad industry and won't be eligible to retire until 1977. Will the annuity I get in 1977 be more, or less, as a result of this legislation?

There is no one answer to this question that would apply to everyone. Most employees retiring in the three years after December 1974 will receive somewhat higher amounts. The amount of an individual employee's annuity depends on the amount of his earnings and railroad service, as well as the date he retires. Those retiring in the eight years following the changeover date of January 1, 1975, are guaranteed to receive no less than the amounts that would have been payable under the previous law, excluding social security benefits, because of a grandfather or savings clause.

5. After the expiration of the eight-year grandfather clause, will the annuities awarded to future retirees be lower than those that would have been payable under the previous law?

Not necessarily, since the tier I benefit provided by the new law's formulas will be adjusted automatically for cost-of-living increases, the same way as social security benefits are increased following specified rises in the Consumer Price Index, and the tier II benefit is subject to four smaller cost-of-living increases. While the annuities paid under previous law were also increased because of the rising cost of living, these increases in the regular formulas required legislation; they were not automatic. Also, the formulas provided by previous law included three increases aggregating 52 percent which were granted on a temporary basis only. The Congress had indicated that these increases could not be made permanent until the railroad retirement system was put on a sound financial basis.

In any case, employees retiring after changeover can benefit from the liberalizations in requirements for supplemental annuities, and their wives may benefit from changes in the requirements for spouse annuities. Survivor annuities were also substantially increased.

6. What type of annuity increase will a retired employee get in the future?

There are two types of annuity increases for retirees--one for each tier.

The tier I part of your annuity will be increased automatically under cost-of-living provisions as explained above. At present it appears the first such tier I increase will be effective in June 1975.

Starting in June 1977, the tier II part of your annuity is also subject to a separate cost-of-living increase, but it will be based on only 32.5 percent of the preceding year's increase in the Consumer Price Index.

7. What changes are there in supplemental annuity age requirements?

Under previous law, no supplemental annuity was payable until age 65. Effective January 1, 1975, an employee with 30 years of service whose regular annuity begins after June 30, 1974, can receive a supplemental annuity as early as age 60.

However, employees who retired before July 1, 1974, and those with less than 30 years of railroad service must still be age 65, as in the past, before they can receive a supplemental annuity.

8. What about wives' annuity age requirements under this new system?

In 1975, a full spouse annuity is payable at age 60 to the wife of a retired employee age 60 or older with 30 years of service, if the employee's regular annuity began after June 30, 1974. Under previous law, every employee had to be age 65 before his wife could be eligible for a reduced spouse annuity at age 62, or an unreduced annuity at age 65.

For an employee age 62 to 64, with less than 30 years of service, whose regular annuity begins after December 31, 1974, the new law lowers the age required of such an employee for his wife to be eligible for a spouse annuity. In 1975, the employee need only be age 62 for his wife to receive a reduced annuity at age 62 or a full annuity at age 65.

If an employee meets the appropriate age requirements, his wife is eligible for an unreduced spouse annuity at any age when she is caring for a minor or disabled child, as under previous law.

9. My husband retired a few years ago. Is there any change in eligibility requirements for me?

The eligibility requirements for wives of 30-year employees who retired before July 1, 1974, and for the wives of 10 to 29-year employees retired before 1975 were not changed. Your husband must still be at least 65 years old and you must be at least 62 for a reduced annuity, or be age 65, or have a minor or disabled child in your care, to be eligible for a full annuity.

10. How are annuities for widows affected by the 1974 changes?

Monthly benefits for the majority of widows and other survivors are increased effective January 1975. The formula for survivor annuities is increased to provide

130 percent of the amount social security would have paid if the beneficiary had been covered by that system. The previous social security guaranty (O/M) provided for only 110 percent.

11. My husband and I are both career railroad workers. Under the old law, I was qualified for a railroad retirement spouse annuity based on my husband's railroad work as well as an annuity based on my own railroad work. Where do I stand under the new law?

A female railroad worker may still qualify for a railroad retirement spouse's annuity as well as an employee annuity if either she or her husband had some railroad service prior to 1975. Neither have to be vested as of December 31, 1974, for both benefits to be payable.

12. I am retired and receiving a social security benefit in addition to a railroad retirement annuity. How am I affected by this new system?

Retirees, such as yourself, who received a social security benefit in addition to a railroad retirement annuity before changeover, will continue to receive both benefits without any reduction in the pre-changeover amounts. In the future, you will continue to receive social security cost-of-living increases in your social security check, but such increases in your tier I railroad retirement benefits will be reduced by the amount of any increase in your social security benefits. Since your cost-of-living increase is based on your railroad and social security earnings combined, the total increase is the same whether or not you are receiving social security benefits.

13. I have not yet retired. In addition to working for a railroad for the last 10 years, I have already acquired sufficient quarters of coverage to be permanently insured under social security. Will I receive both benefits when I retire?

The answer is yes, even though any social security benefits you are entitled to will be deducted from your tier I benefit. While the Social Security

Administration will still determine your entitlement to a social security benefit, payment will be made by the U.S. Railroad Retirement Board.

The equity accrued before 1975 by railroad employees vested under both systems on the basis of service through December 31, 1974, is protected through provisions for the payment of an additional amount in their annuities referred to as a windfall. Employees retiring after January 1, 1975, who worked for a railroad in 1974, are vested for purposes of a windfall if they had both 10 years of railroad service and sufficient quarters of coverage to qualify for a social security retirement benefit as of December 31, 1974. A description of how the windfall amount is determined is given in the following question.

14. Why is the additional amount payable to employees vested for dual benefits referred to as a windfall, and how is it determined?

It is referred to as a windfall because it reflects the advantageous tax-benefit ratio provided under the previous law for individuals receiving separate railroad retirement and social security benefits. This is taken into account by computing the windfall as the amount by which the sum of two separately computed social security benefits, one based on railroad credits only and one based on social security credits only, exceeds a single social security benefit based on combined railroad retirement and social security credits earned through 1974. For persons on the rolls, it cannot be used to exceed the total benefits from both systems that they were receiving on December 31, 1974.

An employee's windfall amount may increase because of automatic cost-of-living increases effective in any interim between changeover and his retirement, but after his retirement, it will be frozen and not increased thereafter.

15. I left the railroad industry some years ago after acquiring 10 years of service, and I also have become insured for social security benefits. Where do I stand under the new benefit structure?

Your benefits will be awarded and paid in the same way as outlined above for career railroad employees, except for the windfall amount.

Individuals with at least 10 years of railroad service at changeover, who left the industry before the changeover date, will receive the additional amount payable as the windfall component only if they were qualified for a social security retirement benefit in the year that they left the railroad industry. Also, the earnings used to compute any windfall amount payable will be limited to those acquired before leaving railroad service. However, an employee not working in the industry in 1974 who has at least 25 years of rail service at changeover, or a current connection at changeover or at retirement, can qualify for a windfall component under the same terms as a 1974 railroad employee and his windfall would be based on earnings up through 1974.

16. If my future annuity does not include this windfall, what did I gain from the social security credits I earned and the taxes I paid before 1975?

Your social security credits are taken into account in the determination of your tier I railroad retirement benefit. If your railroad retirement and social security taxes in any year from 1951 through 1974 exceed a certain maximum, you may be eligible for a refund of excess retirement taxes which will be paid by the U.S. Railroad Retirement Board upon your retirement.

17. Is it to the advantage of an individual who qualifies for both railroad retirement and social security benefits in 1974 to have retired before the changeover date of January 1, 1975?

It depends on a number of circumstances. Generally speaking, an employee working in the railroad industry in 1974 is better off in regard to the amounts payable if he continues his railroad work after January 1, 1975. Of course, if this terminates the employee's right to a supplemental annuity, that should be taken into account (see question 3).

For former employees, without railroad service in 1974, or 25 years of service in 1974, or a current connection with the rail industry at changeover or retirement, it is probably to their advantage to be retired before January 1, 1975, because this will protect their rights to a dual benefit. However, if such employees are a few years under age 65, and have wives who could qualify for annuities, they will, by retiring before 1975, lose the advantage of the liberalization in wives' annuity requirements provided for those retiring after 1974. Consequently, such persons should visit one of the Board's district offices for advice.

18. I retired several years ago. My wife is old enough to receive a wife's annuity, but hasn't stopped working. Is she better off to wait until after 1974 to retire?

In terms of changes in the new law, there are probably no new advantages or disadvantages for your wife whether she files before or after January 1, 1975. If she was qualified for social security benefits in 1974, her equity in a social security benefit based on her earnings through December 31, 1974, will be retained, regardless of when she retires. But you should contact the nearest Board office for more information.

19. My husband died several years ago. Although I am eligible for a railroad retirement widow's annuity, I have kept working and qualified for my own social security benefit even though I am over age 65. Am I better off if I retire before 1975?

No. In cases such as yours, your benefits under the new railroad retirement laws should be at least equal to, or greater than, those you would receive under the old law; check with a Board office.

20. If I start moonlighting on a job covered by social security after 1974, but can't ever qualify for a social security benefit, what do I get in return for the social security taxes I pay?

If your earnings from your railroad job are less than the maximum amount creditable for retirement benefits, the social security credits earned from your moonlighting job will increase your retirement credits for tier I railroad retirement benefits.

If your earnings from both jobs exceed the maximum creditable for retirement benefits in any year after 1974, your excess social security taxes for the year will be refunded if you apply for them on your income tax return in the same way that nonrailroad employees who work for more than one employer apply for excess social security tax refunds.

21. Have the amounts of supplemental annuities changed?

Not really. Previously, a retiree's regular annuity was reduced when he received a supplemental annuity. Though the supplemental annuities ranged from $45 to $70, the reduction in the regular annuity generally meant that the retiree had a net gain of only about $23 to $43. Under the new system, supplemental annuities awarded after changeover range from $23 to $43, but there is no offset in the regular annuity. Thus, there is no real change in the net amount.

22. Have the work restrictions for regular railroad retirement annuities changed?

Retired employees whose earnings exceed a specified annual limit may be subject to a new work restriction. A reduction of $1 for each $2 earned over the annual limit ($2,520 in 1975) applies first to that portion of the employee's tier I benefit based on all his social security earnings plus only his rail earnings after 1974. Additional reductions may be made against the windfall. These reductions do not start to apply until the employee would have been insured under social security on those earnings.

There is no change in the restriction on returning to work for a last employer, or for any railroad employer. This will still prevent payment of retirement benefits under the Railroad Retirement Act.

23. Are there any changes in residual death benefits and lump-sum benefits for burial expenses?

Railroad retirement residual and insurance lump-sum benefits are frozen as of the changeover date. Residual benefits will not be payable on the basis of compensation after 1974. Lump-sum benefits for the burial expenses of employees with less than 10 years of railroad service on the changeover date will be subject to the social security maximum ($255).

24. Are amendments to the new Railroad Retirement Act of 1974 expected in the next few years?

No. In their negotiations railroad management and labor representatives agreed not to propose or support any further changes in the Railroad Retirement Act which would become effective before January 1978. However, any future liberalizations in social security benefits will, by law, automatically apply to railroad retirement beneficiaries.

25. Are railroad retirement taxes being increased by this legislation?

No, railroad retirement taxes on employees continue to be the same as social security taxes on employees. Neither are the retirement taxes employers pay increased by this legislation.

26. Is the system no longer in danger of bankruptcy?

It is anticipated that the changes in the benefit formulas, the reduction in dual benefits, plus the additional funds being provided by the federal government to pay the phase-out costs of the dual benefits, together, will place the railroad retirement system in a reasonably sound financial condition.

The U.S. Railroad Retirement Board emphasizes that the provisions of the new law are extremely complicated, and that it will take some time before the Board is able to implement all of its provisions. It may be necessary to award new retirement annuities under the provisions of the previous law for several months after the changeover date, and payment of the increases due some survivors may be delayed. However, subsequent payments of any increases due will be retroactive to the changeover date, so no benefits will be lost. The Board's field offices are prepared to answer general questions about the effects of the new law, and leaflets will be made available as soon as possible for those interested.

ASA PHILIP RANDOLPH **SUBJECT FILE** BROTHERHOOD OF SLEEPING
CAR PORTERS 1928-78

History

(1)

RESOLUTIONS

Adopted by

THIRD NEGRO LABOR CONFERENCE of Washington, D.C., January 9, 1928
In the 12th Street Branch, Y. M. C. A.

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THE BROTHERHOOD OF SLEEPING CAR PORTERS

WHEREAS, The Brotherhood of Sleeping Car Porters represents the overwhelming majority of the Pullman porters and maids in the service of the Pullman Company, as determined by the United States Mediation Board, and

WHEREAS, It is a matter of common knowledge that the present wage of $72.50 a month paid Pullman porters is inadequate to maintain a family according to American standards of decency and health, and

WHEREAS, The 11,000 mileage basis or nearly 400 hours' work month of the Pullman porter is excessive and unreasonable, as well as injurious to the health and service efficiency of the Pullman porter and maids and

WHEREAS, The Pullman porters and maids are subjected to the un-American and undemocratic method of professional begging in the form of soliciting tips for their living as result of the low wage paid them by the Pullman Company, and

WHEREAS, The Brotherhood of Sleeping Car Porters organized, maintained and controlled by the Pullman porters and maids, is seeking through lawful, practical and reasonable methods of collective bargaining, to secure a living wage, the regulation transportation work month of 240 hours and to abolish the tipping evil as a method of rewarding labor, and

WHEREAS, The Pullman Company has recognized the Pullman conductor and is now arbitrating the dispute between it and the conductors, it refused to meet, confer or arbitrate the dispute with the Pullman porters, is herewith viewed as rank, unjustifiable and indefensible discrimination which is a violation of the intent and purpose of the Railway Labor Act and the constitutional rights of American citizens; therefore,

BE IT RESOLVED, That the Negro Labor Conference herewith endorses the fight of the Brotherhood of Sleeping Car Porters for the right to organize, their right to a living wage, to abolish the tipping evil, and to secure the 240-hour work month,

BE IT FURTHER RESOLVED, That this Conference unqualifiedly condemns the unwarrantable policy of intimidation and coercion practiced by the Pullman Company on the porters and maids in order to compel them to vote for its company union against their best interest,

BE IT STILL FURTHER RESOLVED, That this Conference, representing the sentiment of all sections of the community, pledges its moral and financial support to the Brotherhood of Sleeping Car Porters' struggle for economic fairplay, andfurther pledges to back the Brotherhood should it be compelled to strike for these legitimate demands as a result of the refusal of the Pullman Company to abide by the Railway Labor Act and confer with the Brotherhood or arbitrate the dispute as recommended and urged by Hon. Edwin P. Morrow of the United States Mediation Board, and as provided by the Act.

RESOLUTIONS

Adopted by

THE COMPANY UNION

WHEREAS: The Company Union, variously known as the Industrial Relations Plan, Workers Parliament, the American Plan, and other deceptive titles, has reached the stage where it is a serious menace to the Organized Labor Movement, since it destroys the right of self-organization and stifles the self-expression of the wage earners, which is subversive of every principle of democracy; therefore

BE IT RESOLVED, That the Negro Labor Conference herewith condemns the Company Union Movement in general and the Pullman Company Union in particular, and calls upon the American Labor Movement to consolidate its forces without regard to race, creed, color or nationality, with a view to combatting and destroying this industrial slavery.

* * *

THE NEGRO RACE AND THE NEGRO WORKER

WHEREAS, The Professional, business, cultural, educational, civil and political life of the Negro depends upon the wellbeing of the Negro worker who constitutes practically ninety-eight per cent of the race; therefore

BE IT RESOLVED, That the Negro Labor Conference urges and recommends that all sections of the Negro race unite to back and support morally and financially the fight of every section of the Negro workers in their struggle to organize for higher wages, bettue working conditions and self-reliance.

* * *

STRIKE-BREAKING

WHEREAS, In many instances the Negro worker has been unscrupulously used as a strike-breaker by the employing interests of the country to break down high wage standards, better hours of work, improved working conditions, the right of labor organization, built up by the organized workers, and

WHEREAS, Both the Negro worker and the Organized Labor Movement have been victims of this vicious practice, since the Negro worker has been invariably discharged after the strike was settled and the union workers have returned to their jobs at the same wage they left them and sometimes at reduced wages, thereby fostering, engendering and insulcating bitterness and race hatred between the workers of both races; therefore

BE IT RESOLVED, That the Negro Labor Conference condemns thepolicy of strike-breaking on the part of both black and white workers and firmly recommends to organized labor movement that it unqualifiedly remove every barrier against the admission of Negro workers into the unions and accord them full and equal rights with their white brothers, as the strength and stabilityof the American Labor Movement depends upon the solidarity of the workers regardless of race, creed or color.

INJUNCTIONS

WHEREAS, The injunction is being invoked by the employing interests to destroy the orderly and progressive method of collective bargaining of the workers, through definitely limiting the liberty of expression and action of organized labor, and

WHEREAS, The injunction does not settle the industrial disputes but creates and provokes a contempt for law and order and promotes industrial chaos; therefore

BE IT RESOLVED, That the Negro Labor Conference herewith condemns the use of the injunction to curtail the rights of organized labor as a serious menace to industrial order and progress.

- - - - - - - - - -

FRANCIS S. HARMON
PRESIDENT

ADRIAN LYON
CHAIRMAN GENERAL BOARD

WALTER W. HEAD
TREASURER

FRED W. RAMSEY
GENERAL SECRETARY

THE NATIONAL COUNCIL OF THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS
OF THE UNITED STATES OF AMERICA
CORPORATE NAME
"GENERAL BOARD OF THE YOUNG MEN'S CHRISTIAN ASSOCIATIONS"
347 MADISON AVENUE, NEW YORK

HOME DIVISION

April 22, 1930.

Mr. A. Philip Randolph
239 West 136th Street
New York City

My dear Mr. Randolph:

We are planning a fourth piece of publicity material which is to be sent out to people who are in the process of preparations for the Kings Mountain Conference. It is our desire to use pictures of our conference leaders in this piece of material. Would you be kind enough, please, to send us one of your recent cuts so that it might be of service to us in preparing this printed matter?

Very sincerely yours,
Frank T. Wilson
Frank T. Wilson.

KINGS MOUNTAIN STUDENT CONFERENCE
LINCOLN ACADEMY, KINGS MOUNTAIN, N. C.
MAY 30 - JUNE 6, 1930

OFFICIAL SPECIAL IONNAIRE ON HOURS

Brotherhood of Sleeping Car Porters

4231 South Michigan Avenue, Chicago, Illinois

February 1937.

To Members of the Brotherhood:

It is of utmost importance that you answer the following questions truthfully. Write plainly. Return this questionnaire as directed just as soon as you have filled it out. Do not leave any questions unanswered.

1. Name of railroad New York Central
2. Line number 1530
3. Between New York and Chicago
4. Home Terminal New York
5. GOING:
   (a) Report for duty 2 P.M.
   (b) Leave 4 20 P.M.
   (c) Arrive 8 30 A.M. on the next day.
   (d) Relieved from duty 9 A.M.
   (e) Do you sleep on the train? yes How many hours? 3 hours
   (f) Number of hours on duty before train leaves 2 hours 20 minutes
   (g) Number of hours of train running time 17 hours 10 minutes
   (h) Number of hours of layover at outbound terminal 28 hours
6. RETURNING:
   (a) Report for duty 1 P.M.
   (b) Leave 2 45 P.M.
   (c) Arrive 9 05 A.M. on the next day.
   (d) Relieved from duty 9 35 A.M.
   (e) Do you sleep on the train? yes How many hours? 3 hours
   (f) Number of hours on duty before train leaves 1 hour 45 minutes
   (g) Number of hours of train running time 17 hours 20 minutes
   (h) Number of hours of layover at home terminal 52 hours 25 minutes
7. Total number of hours on duty during round-trip 34 hours 30 minutes
8. Round-trip miles 1922 miles
9. Number of round-trips per month 6 trips even with a 30 day month
10. Number of cars operating in line 5 Cars
11. Number of porters operating in line on same schedule 5 Porters
12. Remarks This line alternates with line 1545 out here and 1592 out of Chicago about 45 minutes difference in running time

Name M. W. Proctor Address 721 - Faile St.

District New York Central City New York State New York

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
BROTHERHOOD OF SLEEPING CAR PORTERS
By A. Philip Randolph, President.

287

OFFICIAL SPECIAL QUESTIONNAIRE ON HOURS

Brotherhood of Sleeping Car Porters

4231 South Michigan Avenue, Chicago, Illinois

February 1937.

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It is of utmost importance that you answer the following questions truthfully. Write plainly. Return this questionnaire as directed just as soon as you have filled it out. Do not leave any questions unanswered.

1. Name of railroad Baltimore & Ohio R.R.
2. Line number 2163 - 6107
3. Between Washington and Chicago
4. Home Terminal Washington, D.C.
5. GOING:
    - (a) Report for duty 3:48 P. M.
    - (b) Leave 4:48 P. M.
    - (c) Arrive 8:15 a. M. on the Next day.
    - (d) Relieved from duty 9:15 a. M.
    - (e) Do you sleep on the train? Yes How many hours? 3 hours.
    - (f) Number of hours on duty before train leaves One hour.
    - (g) Number of hours of train running time 16 hours - 45 Min.
    - (h) Number of hours of layover at outbound terminal 28 hrs. 35 Min.
6. RETURNING:
    - (a) Report for duty 1:50 P. M.
    - (b) Leave 2:58 P. M.
    - (c) Arrive 8:42 a. M. on the Next day.
    - (d) Relieved from duty 9:42 a. M.
    - (e) Do you sleep on the train? Yes How many hours? 3 hours
    - (f) Number of hours on duty before train leaves One hour.
    - (g) Number of hours of train running time 16 hrs. 52 Min.
    - (h) Number of hours of layover at home terminal 54 hrs. 58 Min.
7. Total number of hours on duty during round-trip 31 hrs. 37 Min.
8. Round-trip miles 1534
9. Number of round-trips per month 6
10. Number of cars operating in line 4
11. Number of porters operating in line on same schedule 20
12. Remarks

Name James H. Lintery Address 631 Cumberland St.
District Washington, D.C. City Baltimore State Md.

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1. Name of railroad Baltimore & Ohio R.R.
2. Line number 8113 7 6107
3. Between Washington and Chicago
4. Home Terminal Washington D. C.
5. GOING:
   (a) Report for duty 3 40 P. M.
   (b) Leave 4 40 P. M.
   (c) Arrive 8 15 a. M. on the next day.
   (d) Relieved from duty 9:15 a. M.
   (e) Do you sleep on the train? Yes How many hours? 3 hours
   (f) Number of hours on duty before train leaves One
   (g) Number of hours of train running time 16 hrs & 45 min.
   (h) Number of hours of layover at outbound terminal 28 hrs & 35 min.
6. RETURNING:
   (a) Report for duty 1:50 P. M.
   (b) Leave 2:50 P. M.
   (c) Arrive 8:42 a. M. on the next day.
   (d) Relieved from duty 9:42 a. M.
   (e) Do you sleep on the train? Yes How many hours? 3 hours
   (f) Number of hours on duty before train leaves One hour.
   (g) Number of hours of train running time 16 hrs. 52 min.
   (h) Number of hours of layover at home terminal 54 hrs. 58 min.
7. Total number of hours on duty during round-trip 31 hrs. 37 min.
8. Round-trip miles 1534
9. Number of round-trips per month 6
10. Number of cars operating in line 4
11. Number of porters operating in line on same schedule 20
12. Remarks

Name O. V. Willis Address 1233 Lafayette ave

District Washington D. C. City Baltimore State Md.

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1. Name of railroad NY-N.H
2. Line number 1461
3. Between New York and Boston
4. Home Terminal New York
5. GOING:
   (a) Report for duty 8 PM.
   (b) Leave 1230 AM.
   (c) Arrive 615 AM. on the .... day.
   (d) Relieved from duty 10 AM.
   (e) Do you sleep on the train? yes How many hours? 2 1/2 Hours
   (f) Number of hours on duty before train leaves 4 1/2 Hours.
   (g) Number of hours of train running time 5.45
   (h) Number of hours of layover at outbound terminal 10 Hours
6. RETURNING:
   (a) Report for duty 8 PM.
   (b) Leave 12 AM.
   (c) Arrive 6 15 AM. on the .... day.
   (d) Relieved from duty 9 AM.
   (e) Do you sleep on the train? yes How many hours? 2 1/2 Hours
   (f) Number of hours on duty before train leaves 4 Hours.
   (g) Number of hours of train running time 6 25
   (h) Number of hours of layover at home terminal 11 Hours
7. Total number of hours on duty during round-trip 21 Hours
8. Round-trip miles 464 464
9. Number of round-trips per month 12
10. Number of cars operating in line 9
11. Number of porters operating in line on same schedule 9
12. Remarks This statemen is near correct as I Can Come to it.

Name T J Bowler Address 107-13, 108th Ave.
District New York. City Jamaica, L.I. State NY.

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
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1. Name of railroad PRR RF&P. ACL. F.E.C.
2. Line number 7004
3. Between Newyork and Miami
4. Home Terminal L.I.
5. GOING:
   (a) Report for duty 7 pm M.
   (b) Leave 1005 pm M.
   (c) Arrive 650 pm M. on the 3rd day.
   (d) Relieved from duty 8 30 A M.
   (e) Do you sleep on the train? Yes How many hours? 6hrs
   (f) Number of hours on duty before train leaves 3 hrs. 5 min
   (g) Number of hours of train running time 36 hrs 45 min
   (h) Number of hours of layover at outbound terminal 10 hrs
6. RETURNING:
   (a) Report for duty 6 00 P. M.
   (b) Leave 10 30 P M.
   (c) Arrive 658a M. on the 3rd day.
   (d) Relieved from duty 8 30 a M.
   (e) Do you sleep on the train? Yes How many hours? 6 hrs
   (f) Number of hours on duty before train leaves 4 hrs 30 min
   (g) Number of hours of train running time 36 hrs 45 min
   (h) Number of hours of layover at home terminal 70 hrs
7. Total number of hours on duty during round-trip 73 hrs 30 min
8. Round-trip miles 2776
9. Number of round-trips per month every 28 days
10. Number of cars operating in line ~~Cars~~ 2 Cars
11. Number of porters operating in line or same schedule 7 + one releif man
12. Remarks Every fourth trip one man takes the line out.

Name Robert R Matthews Address 108-47 Liverpool St

District P.T. City Jamaica L.I. State N.Y.

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1. Name of railroad Pennsylvania Road R.F. & P. & Seabord
2. Line number 2720
3. Between P. T. and St Peat Berg Florida
4. Home Terminal P. T.
5. GOING:
   - (a) Report for duty 12 ~~P~~ M.
   - (b) Leave 130 P. M.
   - (c) Arrive 545 P M. on the ~~Two~~ next day.
   - (d) Relieved from duty 7 P M.
   - (e) Do you sleep on the train? yes. How many hours? 3 hours.
   - (f) Number of hours on duty before train leaves 130 minuts
   - (g) Number of hours of train running time 28 hours. 15 minuts
   - (h) Number of hours of layover at outbound terminal 15 hours.
6. RETURNING:
   - (a) Report for duty 8 a M.
   - (b) Leave 1020 am M.
   - (c) Arrive 310 P M. on the net day.
   - (d) Relieved from duty 430 P M.
   - (e) Do you sleep on the train? yes How many hours? 3 ~~3o~~
   - (f) Number of hours on duty before train leaves 2 hour 20 minuts
   - (g) Number of hours of train running time 2850 minuts
   - (h) Number of hours of layover at home terminal 93 hours
7. Total number of hours on duty during round-trip 56.65 minuts
8. Round-trip miles 2472
9. Number of round-trips per month 4
10. Number of cars operating in line 3
11. Number of porters operating in line on same schedule 21
12. Remarks

Name H Debricks Address 2413 albeimarle Road.

District P. T. City neatyork State city

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

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1. Name of railroad New york, Central M.C. R R
2. Line number 5389-1583
3. Between New york and Chicago Ill
4. Home Terminal New york
5. GOING:
   (a) Report for duty 1245 Pm M.
   (b) Leave 145 am M.
   (c) Arrive 750 am M. on the Next day.
   (d) Relieved from duty 850 am M.
   (e) Do you sleep on the train? yes How many hours? 3
   (f) Number of hours on duty before train leaves 2 Hours
   (g) Number of hours of train running time 18 Hours 50 Minutes
   (h) Number of hours of layover at outbound terminal 21 Hours 45 Minits
6. RETURNING:
   (a) Report for duty 645 am M.
   (b) Leave 830 am M.
   (c) Arrive 730 am M. on the Next day.
   (d) Relieved from duty 830 am M.
   (e) Do you sleep on the train? yes How many hours? 3
   (f) Number of hours on duty before train leaves 1.45 Minits
   (g) Number of hours of train running time 23 Hours
   (h) Number of hours of layover at home terminal 52 Hours 15 Mintes.
7. Total number of hours on duty during round-trip
8. Round-trip miles 1-919 mils
9. Number of round-trips per month 4 1/2 Per mnths
10. Number of cars operating in line 5
11. Number of porters operating in line on same schedule 5
12. Remarks

Name W. C. Burton Address 242 W 146
District N Y C City N Y State N Y

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

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To Members of the Brotherhood:

It is of utmost importance that you answer the following questions truthfully. Write plainly. Return this questionnaire as directed just as soon as you have filled it out. Do not leave any questions unanswered.

1. Name of railroad New Haven
2. Line number 1470
3. Between New York and Boston
4. Home Terminal New York
5. GOING:
   - (a) Report for duty 5^{00} P. M.
   - (b) Leave 6^{00} P. M.
   - (c) Arrive 11^{15} P. M. on the same day.
   - (d) Relieved from duty 11^{30} P. M.
   - (e) Do you sleep on the train? no How many hours?
   - (f) Number of hours on duty before train leaves 1
   - (g) Number of hours of train running time 5^{15}
   - (h) Number of hours of layover at outbound terminal 9
6. RETURNING:
   - (a) Report for duty 8^{30} A. M.
   - (b) Leave 10 A. M.
   - (c) Arrive 3 P. M. on the same day.
   - (d) Relieved from duty 3^{30} P. M.
   - (e) Do you sleep on the train? no How many hours?
   - (f) Number of hours on duty before train leaves 1 ½
   - (g) Number of hours of train running time 5
   - (h) Number of hours of layover at home terminal 25 ½
7. Total number of hours on duty during round-trip 12^{45}
8. Round-trip miles 460
9. Number of round-trips per month 15½ every 31- day month
10. Number of cars operating in line 1
11. Number of porters operating in line on same schedule 2
12. Remarks

Name Address

District City State

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

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1. Name of railroad New Haven
2. Line number 1481
3. Between New York and Boston
4. Home Terminal New York
5. GOING:
   - (a) Report for duty 7^{30} P. M.
   - (b) Leave 5^{00} P. M.
   - (c) Arrive 9^{30} P. M. on the same day.
   - (d) Relieved from duty 10^{00} P. M.
   - (e) Do you sleep on the train? no How many hours?
   - (f) Number of hours on duty before train leaves 2½
   - (g) Number of hours of train running time 4^{30}
   - (h) Number of hours of layover at outbound terminal 17
6. RETURNING:
   - (a) Report for duty 3^{30} P. M.
   - (b) Leave 5^{00} P. M.
   - (c) Arrive 9^{30} P. M. on the same day.
   - (d) Relieved from duty 10^{30} P. M.
   - (e) Do you sleep on the train? no. How many hours?
   - (f) Number of hours on duty before train leaves 1½
   - (g) Number of hours of train running time 4^{30}
   - (h) Number of hours of layover at home terminal 16
7. Total number of hours on duty during round-trip 13
8. Round-trip miles 460
9. Number of round-trips per month 12
10. Number of cars operating in line 2
11. Number of porters operating in line on same schedule 2
12. Remarks there is on club car and one Obsevation car on the abauve to Bust Different lines numbers.

Name Address

District City State

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1. Name of railroad New Haven, + Boston + Albany
2. Line number 1140
3. Between New York and Boston
4. Home Terminal New York.
5. GOING:
   - (a) Report for duty 3 P M.
   - (b) Leave 4 P M.
   - (c) Arrive 10 P M. on the same day.
   - (d) Relieved from duty 10^{30} P M.
   - (e) Do you sleep on the train? no How many hours?
   - (f) Number of hours on duty before train leaves 1
   - (g) Number of hours of train running time 6
   - (h) Number of hours of layover at outbound terminal 16
6. RETURNING:
   - (a) Report for duty 2^{30} P M.
   - (b) Leave 4 P M.
   - (c) Arrive 10 P M. on the same day.
   - (d) Relieved from duty 10^{30} P M.
   - (e) Do you sleep on the train? no How many hours?
   - (f) Number of hours on duty before train leaves 1½
   - (g) Number of hours of train running time 6
   - (h) Number of hours of layover at home terminal 15½
7. Total number of hours on duty during round-trip 14½
8. Round-trip miles 464
9. Number of round-trips per month 12
10. Number of cars operating in line 1
11. Number of porters operating in line on same schedule 2
12. Remarks

Name Address

District City State

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1. Name of railroad New Haven
2. Line number 1470.
3. Between New York and Boston
4. Home Terminal New York
5. GOING:
   (a) Report for duty 9^{30} A M.
   (b) Leave 12 Noon M.
   (c) Arrive 5^{00} P M. on the same day.
   (d) Relieved from duty 5^{30} P M.
   (e) Do you sleep on the train? no How many hours?
   (f) Number of hours on duty before train leaves 2½
   (g) Number of hours of train running time 5
   (h) Number of hours of layover at outbound terminal 18 1/2
6. RETURNING:
   (a) Report for duty 1^{30} P M.
   (b) Leave 3^{00} P M.
   (c) Arrive 8^{00} P M. on the same day.
   (d) Relieved from duty 8^{30} P M.
   (e) Do you sleep on the train? no How many hours?
   (f) Number of hours on duty before train leaves 1 1/2
   (g) Number of hours of train running time 5
   (h) Number of hours of layover at home terminal 14
7. Total number of hours on duty during round-trip 14
8. Round-trip miles 460
9. Number of round-trips per month 12
10. Number of cars operating in line 1
11. Number of porters operating in line on same schedule 2
12. Remarks

Name Address

District City State

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1. Name of railroad New Haven
2. Line number 1470
3. Between New York and Boston
4. Home Terminal New York City
5. GOING:
   - (a) Report for duty 3 P M.
   - (b) Leave 4 P M.
   - (c) Arrive 9 P M. on the same day.
   - (d) Relieved from duty 9^{30} P M.
   - (e) Do you sleep on the train? No. How many hours?
   - (f) Number of hours on duty before train leaves 1
   - (g) Number of hours of train running time 5
   - (h) Number of hours of layover at outbound terminal 9
6. RETURNING:
   - (a) Report for duty 5 A M.
   - (b) Leave 6 A M.
   - (c) Arrive 11^{30} A M. on the same. day.
   - (d) Relieved from duty 12 noon M.
   - (e) Do you sleep on the train? no. How many hours?
   - (f) Number of hours on duty before train leaves 1
   - (g) Number of hours of train running time 5
   - (h) Number of hours of layover at home terminal 27 hours.
7. Total number of hours on duty during round-trip 12
8. Round-trip miles 460
9. Number of round-trips per month 12
10. Number of cars operating in line 1
11. Number of porters operating in line on same schedule 2
12. Remarks

Name Address

District City State

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1. Name of railroad New Haven
2. Line number 1470.
3. Between New York and Boston
4. Home Terminal New York
5. GOING:
   - (a) Report for duty 2^{00} P. M.
   - (b) Leave 3^{00} P. M.
   - (c) Arrive 8^{00} P. M. on the same day.
   - (d) Relieved from duty 8^{30} M.
   - (e) Do you sleep on the train? no How many hours?
   - (f) Number of hours on duty before train leaves 1
   - (g) Number of hours of train running time 5
   - (h) Number of hours of layover at outbound terminal 16
6. RETURNING:
   - (a) Report for duty 12^{30} P. M.
   - (b) Leave 2^{00} P. M.
   - (c) Arrive 7^{00} P. M. on the same day.
   - (d) Relieved from duty 7^{30} P. M.
   - (e) Do you sleep on the train? no How many hours?
   - (f) Number of hours on duty before train leaves 1½
   - (g) Number of hours of train running time 5
   - (h) Number of hours of layover at home terminal 18½
7. Total number of hours on duty during round-trip 12½
8. Round-trip miles 460
9. Number of round-trips per month 12
10. Number of cars operating in line 1
11. Number of porters operating in line on same schedule 2
12. Remarks

Name Address

District City State

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
BROTHERHOOD OF SLEEPING CAR PORTERS
By A. Philip Randolph, President.

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OFFICIAL SPECIAL QUESTIONNAIRE ON HOURS

Brotherhood of Sleeping Car Porters

4231 South Michigan Avenue, Chicago, Illinois

February 1937.

To Members of the Brotherhood:

It is of utmost importance that you answer the following questions truthfully. Write plainly. Return this questionnaire as directed just as soon as you have filled it out. Do not leave any questions unanswered.

1. Name of railroad New Haven & Boston Albany
2. Line number 1139
3. Between New York and Boston.
4. Home Terminal New York.
5. GOING:
   - (a) Report for duty 11 A. M.
   - (b) Leave 12^{05} A. M.
   - (c) Arrive 5^{50} P. M. on the same day.
   - (d) Relieved from duty 6^{30} P. M.
   - (e) Do you sleep on the train? no. How many hours?
   - (f) Number of hours on duty before train leaves 1
   - (g) Number of hours of train running time 5^{45}
   - (h) Number of hours of layover at outbound terminal 16^{30}
6. RETURNING:
   - (a) Report for duty 11 A. M.
   - (b) Leave 12 noon M.
   - (c) Arrive 5^{50} P. M. on the same. day.
   - (d) Relieved from duty 6^{30} P. M.
   - (e) Do you sleep on the train? no How many hours?
   - (f) Number of hours on duty before train leaves 1
   - (g) Number of hours of train running time 5^{45}
   - (h) Number of hours of layover at home terminal 16^{30}
7. Total number of hours on duty during round-trip 13^{40}
8. Round-trip miles 464
9. Number of round-trips per month 12
10. Number of cars operating in line 1
11. Number of porters operating in line on same schedule 2
12. Remarks the other car. would Be or is a Buffett Lounge.

Name Address

District City State

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

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1. Name of railroad Baltimore and Ohio
2. Line number 2135
3. Between Jersey city N. J. and Washington D. C.
4. Home Terminal Jersey city N J
5. GOING:
   (a) Report for duty 1057 A. M.
   (b) Leave 1157 A M.
   (c) Arrive 420 P M. on the Same day.
   (d) Relieved from duty 450 P P M.
   (e) Do you sleep on the train? no How many hours? none
   (f) Number of hours on duty before train leaves 1
   (g) Number of hours of train running time 430
   (h) Number of hours of layover at outbound terminal 1530
6. RETURNING:
   (a) Report for duty 7 A M.
   (b) Leave 8 A M.
   (c) Arrive 1219 P M. on the Same day.
   (d) Relieved from duty 1251 P M.
   (e) Do you sleep on the train? no How many hours? none
   (f) Number of hours on duty before train leaves 1
   (g) Number of hours of train running time 419
   (h) Number of hours of layover at home terminal 25
7. Total number of hours on duty during round-trip 1050 minute
8. Round-trip miles 456
9. Number of round-trips per month 15½
10. Number of cars operating in line 6
11. Number of porters operating in line on same schedule 8
12. Remarks These men all have a differ Time of reporting and leaving Each day they are on differ Trains The ~~men~~ men gose out at 1157-120-342-7pm Trains no 5-1-3-7- Return 10-2-6-4

Name F. J. Hill Address 69-oak St

District Jersey city N J City Jersey city State N J

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

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1. Name of railroad New york Central.
2. Line number 5523 and 1545.
3. Between Newyork and Chicago.
4. Home Terminal Grand Central Station.
5. GOING:
   - (a) Report for duty 8 oclock P. M.
   - (b) Leave 11:35 P. M.
   - (c) Arrive 4:55 P M. on the Following day.
   - (d) Relieved from duty 5:55 P. M.
   - (e) Do you sleep on the train? yes How many hours? Three.
   - (f) Number of hours on duty before train leaves 3 hours + 35 minuites.
   - (g) Number of hours of train running time 18 hours + 20 Minuites.
   - (h) Number of hours of layover at outbound terminal 19 hours + 5 Minuites.
6. RETURNING:
   - (a) Report for duty 1 Oclock P. M.
   - (b) Leave 2:45 P. M.
   - (c) Arrive 9:05 A. M. on the Following day.
   - (d) Relieved from duty 10:05 A. M.
   - (e) Do you sleep on the train? yes How many hours? Three.
   - (f) Number of hours on duty before train leaves One hour + 45 Minuites.
   - (g) Number of hours of train running time 17 hours + 20 Minuites.
   - (h) Number of hours of layover at home terminal 58 hours + 25 Minuites.
7. Total number of hours on duty during round-trip 35 hours + 40 Minuites.
8. Round-trip miles 1822 Miles.
9. Number of round-trips per month Six.
10. Number of cars operating in line Two. (only one way)
11. Number of porters operating in line on same schedule Five.
12. Remarks Two cars operate in line 5523 to Chicago but one comes back on a different line.

Name T.E. Eichelberger Address 460 West 149 St.
District Newyork Central City Newyork State N.Y.

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
BROTHERHOOD OF SLEEPING CAR PORTERS
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OFFICIAL SPECIAL QUESTIONNAIRE ON HOURS

Brotherhood of Sleeping Car Porters

4231 South Michigan Avenue, Chicago, Illinois

February 1937.

To Members of the Brotherhood:

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1. Name of railroad New York Central & Michigan Central
2. Line number 15 17
3. Between New York and Chicago
4. Home Terminal New York
5. GOING:
   (a) Report for duty 3 35 P M.
   (b) Leave 335 P M.
   (c) Arrive 12 N M. on the Next day.
   (d) Relieved from duty 10 M.
   (e) Do you sleep on the train? yes How many hours? 3 hours
   (f) Number of hours on duty before train leaves Two hours thirty five minuts
   (g) Number of hours of train running time 18 hrs 45 minuets
   (h) Number of hours of layover at outbound terminal thirty four hours.
6. RETURNING:
   (a) Report for duty 6 30 P M.
   (b) Leave 10 P M.
   (c) Arrive 5 45 M. on the Next day.
   (d) Relieved from duty 6 45 M.
   (e) Do you sleep on the train? yes How many hours? 3 hours
   (f) Number of hours on duty before train leaves 3 hours and thirty minuets
   (g) Number of hours of train running time 19 hrs and 45 minuets
   (h) Number of hours of layover at home terminal 40 3 hrs
7. Total number of hours on duty during round-trip 38 hrs 30 minuits
8. Round-trip miles 1922
9. Number of round-trips per month 6
10. Number of cars operating in line 5
11. Number of porters operating in line on same schedule 5
12. Remarks

Name J. A. Ayers Address 36 W 116 St

District Newyork Central City Newyork State N Y

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

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1. Name of railroad P-R-R-
2. Line number 2506
3. Between Chigo and Washington-
4. Home Terminal Washington-D.C.-
5. GOING:
   (a) Report for duty Chicago 1-35 P.M.
   (b) Leave Chicago 2-40 P.M.
   (c) Arrive ~~Wash~~ - 8-45 A.M. on the next - day.
   (d) Relieved from duty 9-45 A.M.
   (e) Do you sleep on the train? yes- How many hours? 3 hours-
   (f) Number of hours on duty before train leaves 1 40 mins-
   (g) Number of hours of train running time 17-5 hours & 5 mins-
   (h) Number of hours of layover at outbound terminal 26-hours
6. RETURNING:
   (a) Report for duty 5-00 P.M.
   (b) Leave 6-45 P.M.
   (c) Arrive 12-30 P.M. on the next day.
   (d) Relieved from duty 1-30 P.M.
   (e) Do you sleep on the train? yes- How many hours? 3-
   (f) Number of hours on duty before train leaves One hour 1 45 mins
   (g) Number of hours of train running time 18-45 mins-
   (h) Number of hours of layover at home terminal 58- hours-
7. Total number of hours on duty during round-trip 28
8. Round-trip miles 1672-
9. Number of round-trips per month 6
10. Number of cars operating in line 1
11. Number of porters operating in line on same schedule 5
12. Remarks

Name Berthea-J-Tucker- Address

District Washington City D.C. State District

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
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1. Name of railroad P. R. R
2. Line number 2346
3. Between New York and Williamsport Pa.
4. Home Terminal New York
5. GOING:
   - (a) Report for duty 2.30 P. M.
   - (b) Leave 11.55 P. M.
   - (c) Arrive 7.05 a. M. on the second day.
   - (d) Relieved from duty 10 a. M.
   - (e) Do you sleep on the train? yes How many hours? two
   - (f) Number of hours on duty before train leaves 4 hours 25 mi;
   - (g) Number of hours of train running time 7 hours 10 mi;
   - (h) Number of hours of layover at outbound terminal 9 1/2 hours
6. RETURNING:
   - (a) Report for duty 7.30 P. M.
   - (b) Leave 11.40 P. M.
   - (c) Arrive 6.50 a. M. on the second day.
   - (d) Relieved from duty 8.30 a. M.
   - (e) Do you sleep on the train? NO How many hours?
   - (f) Number of hours on duty before train leaves 4 hours 10 mi;
   - (g) Number of hours of train running time 7 hours 10 mi;
   - (h) Number of hours of layover at home terminal 11 hours
7. Total number of hours on duty during round-trip 25 1/2
8. Round-trip miles 576
9. Number of round-trips per month 12
10. Number of cars operating in line 1
11. Number of porters operating in line on same schedule 2 1/2
12. Remarks

Name Ezell Davis Address 818 E. 167 St.
District P. T City New York State N.Y.

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
BROTHERHOOD OF SLEEPING CAR PORTERS
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OFFICIAL SPECIAL QUESTIONNAIRE ON HOURS

Brotherhood of Sleeping Car Porters

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1. Name of railroad Southern
2. Line number No 42
3. Between Asheville N.C. and Louisville Ky
4. Home Terminal Asheville
5. GOING:
    - (a) Report for duty 11.45 5 35 P. M.
    - (b) Leave 14 & 4 A M. None most of time
    - (c) Arrive 7.30 & 8.30 a M. on the .... day.
    - (d) Relieved from duty 8 30 A .... M.
    - (e) Do you sleep on the train? 4 - 5 Month How many hours? 1.30 m 2 hr 2½ hr
    - (f) Number of hours on duty before train leaves 1.15 m
    - (g) Number of hours of train running time 13 hr 50 m
    - (h) Number of hours of layover at outbound terminal 8 hr 15 m
6. RETURNING:
    - (a) Report for duty 4.45. P M.
    - (b) Leave 10^{3} pm 12^{3} pm .... M. None most of time
    - (c) Arrive 9.45 A .... M. on the .... day.
    - (d) Relieved from duty 10 30 A .... M.
    - (e) Do you sleep on the train? some time How many hours? 1^{30} 2^{00} 2^{30}
    - (f) Number of hours on duty before train leaves 1.20 min
    - (g) Number of hours of train running time 14.40 min
    - (h) Number of hours of layover at home terminal 9 hr 45 Min
7. Total number of hours on duty during round-trip 36 hr 05 m
8. Round-trip miles 415 miles
9. Number of round-trips per month 10 trip
10. Number of cars operating in line 2
11. Number of porters operating in line on same schedule 3 Porter
12. Remarks this Line allway 20 | 30 40 50 m late no pay for that much late. [illegible] no sleep on this Line on acct Day coach been place between Pullman car at Oakdale

Name [illegible] Address 84 Oakland Rd

District Asheville City Asheville State N.C.

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
BROTHERHOOD OF SLEEPING CAR PORTERS
By A. Philip Randolph, President.

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To be given to Mr Bynum
for corrition. see some ashville porter
Would advise making a new copy -

OFFICIAL SPECIAL QUESTIONNAIRE ON HOURS

Brotherhood of Sleeping Car Porters

4231 South Michigan Avenue, Chicago, Illinois

February 1937.

Members of the Brotherhood:

It is of utmost importance that you answer the following questions truthfully. Write plainly. Return this questionnaire as directed just as soon as you have filled it out. Do not leave any questions unanswered.

1. Name of railroad New york Central
2. Line number 1628
3. Between New york and Massena, N Y
4. Home Terminal New york
5. GOING:
   (a) Report for duty 7:30 a M.
   (b) Leave 8:30 a M.
   (c) Arrive 7:30 P M. on the same day.
   (d) Relieved from duty 8 p M.
   (e) Do you sleep on the train? no How many hours?
   (f) Number of hours on duty before train leaves one
   (g) Number of hours of train running time 11 hrs
   (h) Number of hours of layover at outbound terminal 1820 Mintes
6. RETURNING:
   (a) Report for duty 620 a M.
   (b) Leave 7.20 a M.
   (c) Arrive 555 p M. on the same day.
   (d) Relieved from duty 6,25 p M.
   (e) Do you sleep on the train? no How many hours?
   (f) Number of hours on duty before train leaves 1
   (g) Number of hours of train running time 1 15 Mintes
   (h) Number of hours of layover at home terminal 37 Hrs 5 mints
7. Total number of hours on duty during round-trip 25 Hours 5 Mints
8. Round-trip miles 9 Hundred mils
9. Number of round-trips per month 9
10. Number of cars operating in line 2 Cars
11. Number of porters operating in line on same schedule 3 Porters
12. Remarks 2 Porters on same Line 1628 Makes Round Trip Every 2 Weeks the Porter always Make Das the third Layes in Massena N Y Every and

Name M Matkins Address 242 Bond

District N Y C City N Y State N Y

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
BROTHERHOOD OF SLEEPING CAR PORTERS
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OFFICIAL SPECIAL QUESTIONNAIRE ON HOURS

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4231 South Michigan Avenue, Chicago, Illinois

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To Members of the Brotherhood:

It is of utmost importance that you answer the following questions truthfully. Write plainly. Return this questionnaire as directed just as soon as you have filled it out. Do not leave any questions unanswered.

1. Name of railroad NEW YORK CENTRAL
2. Line number 1507
3. Between NEW YORK and CHICAGO, ILL.
4. Home Terminal NEW YORK
5. GOING:
   - (a) Report for duty 2:40 P. M.
   - (b) Leave NEW York 5^{30} M.
   - (c) Arrive 9 A. M. on the NEXT day.
   - (d) Relieved from duty 10 A. M.
   - (e) Do you sleep on the train? yes How many hours? 3
   - (f) Number of hours on duty before train leaves 2:40 minute
   - (g) Number of hours of train running time 16 hrs 30 mi
   - (h) Number of hours of layover at outbound terminal 27 hrs 45 mi
6. RETURNING:
   - (a) Report for duty 1:45 P. M.
   - (b) Leave 3:30 P. M.
   - (c) Arrive 9 A. M. on the third day.
   - (d) Relieved from duty 10 A. M.
   - (e) Do you sleep on the train? yes How many hours? 3 hrs
   - (f) Number of hours on duty before train leaves 1:45 mi
   - (g) Number of hours of train running time 16 hrs 30 mi
   - (h) Number of hours of layover at home terminal 52 hrs 40 mi
7. Total number of hours on duty during round-trip 37 hrs 15 mi
8. Round-trip miles 1,922
9. Number of round-trips per month Six and 1/2 trips
10. Number of cars operating in line 10 Cars / 5 Side
11. Number of porters operating in line on same schedule 30 porters
12. Remarks

Name J. H. Smith Address 22 St. Nicholas Pl.

District New York Central City New York State N.Y.

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1. Name of railroad New York Central & Michigan Central
2. Line number 5523 going 5529 returning
3. Between N. Y. and Chicago.
4. Home Terminal New York.
5. GOING:
   (a) Report for duty 8 P. M.
   (b) Leave 10^{30} P. M.
   (c) Arrive 4^{45} P. M. on the next day. day.
   (d) Relieved from duty 5^{45} P. M.
   (e) Do you sleep on the train? yes How many hours? 3 hrs.
   (f) Number of hours on duty before train leaves 2 hrs.
   (g) Number of hours of train running time 18 hrs + 30 min.
   (h) Number of hours of layover at outbound terminal 24 hrs & 45 min
6. RETURNING:
   (a) Report for duty 6^{30} P. M.
   (b) Leave 10 P. M.
   (c) Arrive 5^{45} P. M. on the next day. day.
   (d) Relieved from duty 6^{45} P. M.
   (e) Do you sleep on the train? Yes How many hours? 3 hrs.
   (f) Number of hours on duty before train leaves 3 hrs 30 min
   (g) Number of hours of train running time 19 hrs & 15 min.
   (h) Number of hours of layover at home terminal 49 hrs & 15 min
7. Total number of hours on duty during round-trip 41 hrs & 55 min.
8. Round-trip miles 1919
9. Number of round-trips per month 5 round Trips
10. Number of cars operating in line 2 ~~10~~ Cars.
11. Number of porters operating in line on same schedule 10 Porters.
12. Remarks

Name P. H. Smith Address 166 W. 130th St
District New York Central City New York State N.Y.

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
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1. Name of railroad N. Y. Central
2. Line number 1502
3. Between New York and Chicago
4. Home Terminal New York
5. GOING:
   - (a) Report for duty 2 P. M.
   - (b) Leave 4.20 P. M.
   - (c) Arrive 10.50 C.T. A. M. on the 2nd day.
   - (d) Relieved from duty 11.50 C.T. A. M.
   - (e) Do you sleep on the train? Yes How many hours? 3
   - (f) Number of hours on duty before train leaves 2 hours twenty minutes
   - (g) Number of hours of train running time 19 hours, fifty minutes
   - (h) Number of hours of layover at outbound terminal Twenty one hours, thirty minutes.
6. RETURNING:
   - (a) Report for duty 8.30 C.T. A. M.
   - (b) Leave 11.00 C.T. A. M.
   - (c) Arrive 7.40 A. M. on the 2nd day.
   - (d) Relieved from duty 8.40 A. M.
   - (e) Do you sleep on the train? Yes How many hours? 3
   - (f) Number of hours on duty before train leaves Two hours & thirty minutes
   - (g) Number of hours of train running time Nineteen hours & forty minutes
   - (h) Number of hours of layover at home terminal Fifty three hrs & twenty minutes
7. Total number of hours on duty during round-trip Thirty nine hrs & thirty minutes
8. Round-trip miles 1922
9. Number of round-trips per month Six
10. Number of cars operating in line Five for 5 days or 1 each day
11. Number of porters operating in line on same schedule Five
12. Remarks

Name J. W. Evans Address 26 St. Nicholas Place

District N. Y. Central City New York State N. Y.

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

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1. Name of railroad New York Central R. R.
2. Line number 1507.
3. Between New York and Chicago.
4. Home Terminal New York Central.
5. GOING:
    - (a) Report for duty N. Y. 2^{40} P.
    - (b) Leave 5^{30} P.M.
    - (c) Arrive 9^{00} A.M. on the next day. day.
    - (d) Relieved from duty 10^{30} A.M.
    - (e) Do you sleep on the train? Yes How many hours? Three hours.
    - (f) Number of hours on duty before train leaves Three hours
    - (g) Number of hours of train running time hr 16.^{30} minuts
    - (h) Number of hours of layover at outbound terminal ~~48~~ hours 30 hr. 30 Min
6. RETURNING:
    - (a) Report for duty 1^{30} P.M.
    - (b) Leave 3^{30} P.M.
    - (c) Arrive 9^{00} A.M. on the next day. day.
    - (d) Relieved from duty 10^{30} A.M.
    - (e) Do you sleep on the train? Yes How many hours? Three hours
    - (f) Number of hours on duty before train leaves 2. hours
    - (g) Number of hours of train running time 16. hours and 30. minuts
    - (h) Number of hours of layover at home terminal ~~34. hours~~. 56 hr. 30. minutes
7. Total number of hours on duty during round-trip 36. hours and 40. minuts
8. Round-trip miles 1,922 miles
9. Number of round-trips per month 6
10. Number of cars operating in line 8 Cars
11. Number of porters operating in line on same schedule 8 Porters
12. Remarks

Name William Smith Address 129. W. 144 St

District New York Central City N.Y. State N.Y.

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
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By A. Philip Randolph, President.

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4231 South Michigan Avenue, Chicago, Illinois

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1. Name of railroad N.Y.C
2. Line number 1502 - 1566
3. Between New York and Chicago
4. Home Terminal New York
5. GOING:
   - (a) Report for duty 2.2 P. M.
   - (b) Leave 4^{20} P. M.
   - (c) Arrive 10^{30} A M. on the day.
   - (d) Relieved from duty 11^{30} a M.
   - (e) Do you sleep on the train? Yes How many hours? Three
   - (f) Number of hours on duty before train leaves 2 Hours & 20 Minutes
   - (g) Number of hours of train running time 21 1/2 Hours
   - (h) Number of hours of layover at outbound terminal 21 - ✓
6. RETURNING:
   - (a) Report for duty 8 30 a M.
   - (b) Leave 11 A M.
   - (c) Arrive 7^{40} A M. on the day.
   - (d) Relieved from duty 8^{40} A M.
   - (e) Do you sleep on the train? Yes How many hours? Three
   - (f) Number of hours on duty before train leaves 2 1/2
   - (g) Number of hours of train running time 21 Hours
   - (h) Number of hours of layover at home terminal
7. Total number of hours on duty during round-trip 34 1/2
8. Round-trip miles 1922
9. Number of round-trips per month One
10. Number of cars operating in line Six
11. Number of porters operating in line on same schedule ✓
12. Remarks

Name C. Dabb Address 100 - West - 119 St.

District New York City N.Y State N.Y

Remember that a prompt, correct, and truthful answer to these questions is of vital importance to yourself and to the other members of the Brotherhood. Don't delay and write plainly.

Fraternally yours,
BROTHERHOOD OF SLEEPING CAR PORTERS
By A. Philip Randolph, President.

287

The Chairman and Members
of the
Executive Board
New York Division

Brotherhood of Sleeping Car Porters

have the honor to invite you to be present at the
Brotherhood Biennial Convention

Labor Dinner

in honor
of the Leaders of the Brotherhood of Sleeping Car Porters
at the

Mecca Temple

135 W. 55th St. New York City

Monday, September 16th, 1940 at 7 p. m.

R. S. V. P.
Ashley L. Totten,
Int'l. Sec'y. - Treas.

$2.50 the Cover

Leaders of the
Brotherhood of Sleeping Car Porters
and
The Ladies' Auxiliary

A. PHILIP RANDOLPH	International President
ASHLEY L. TOTTEN	International Secretary-Treasurer
M. P. WEBSTER	1st Int'l Vice-President
BENNIE SMITH	2nd Int'l Vice-President
E. J. BRADLEY	3rd Int'l Vice-President
C. L. DELLUMS	4th Int'l Vice-President
B. F. McLAURIN	Int'l Field Organizer
T. D. McNEAL	Int'l. Field Organizer
ERNEST SMITH	Int'l Field Organizer
T. T. PATTERSON	Adjuster of Claims
O. W. BYNUM	Field Organizer
W. F. ROBERTS	Field Organizer

Ladies' Auxiliary

HALENA WILSON	International President
ROSINA C. TUCKER	International Secretary-Treasurer
KATHERINE LASSITER	1st Int'l Vice-President
WILLIE MAE DAILEY	2nd Int'l Vice-President
FANNIE J. CAVINESS	3rd Int'l Vice-President
LETITIA MURRAY	4th Int'l Vice-President

Speakers

MRS. FRANKLIN D. ROOSEVELT	Guest Speaker
DR. MARY McLEOD BETHUNE	Director of Negro Affairs National Youth Administration
WALTER WHITE	Secretary National Association for the Advancement of Colored People
JAMES C. QUINN	Secretary-Treasurer Central Trades & Labor Council of New York
SPENCER MILLER	Director, Workers' Education Bureau of America, A. F. of L.
C. L. DELLUMS	Fourth International Vice-President, B. S. C. P.

Musical Program

◆

ASHLEY L. TOTTEN,
International Secretary-Treasurer,
Chairman.

Sponsors for the Testimonial Labor Banquet

in honor of

The Leaders of the Brotherhood of Sleeping Car Porters

MAYOR FIORELLO H. LaGUARDIA
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LOUIS WALDMAN
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JUDGE JAMES S. WATSON
REV. PAUL E. WEST
SARAH WEST
FRANCES HARRIET WILLIAMS
MAX ZARITSKY
CHARLES S. ZIMMERMAN

440

April 18th, 1941

We, the undersigned, want to express our loyalty to, and interest in the Brotherhood, and our appreciation for the considerate and generous spirit of our employers. In fact, the fine example set by the Brotherhood of Sleeping Car Porters in its organization of Negro railroad workers has inspired us to become organized ourselves and so lead the way for the hundreds of other Negro office workers in Harlem, and all over the country, to better their working conditions, because only through decent wages and working conditions will the social, economic and moral level of the Negro race be raised.

Unionism is the only medium through which Negro workers can bring about the betterment of their conditions, and there is no more appropriate place from which this movement should spring than from the office workers of the Brotherhood of Sleeping Car Porters.

We are deeply regretful of the fact that the Brotherhood has been misled into believing that our reasons for organizing are other than those stated above.

Marie T. Mosley
Saralyle Dabney
Myrtle Facey
De Vera I. Johnson
Hope A. Shepheard
Grace Spencer

July 28, 1949

MEMO

To: Mr. A. Philip Randolph, International President
From: Theddore E. Brown, Director of Research T.E.B.
Re: Survey of Air Field Porters

Pursuant to your request, I am herewith submitting the Survey Of Porters At 21 United States Airports Employed As Baggage and Luggage Helpers.

Air Line
Depot porters

P.S: I am sending it special delivery in the hope that it arrives before you leave Vancouver. It just dawns upon me how far Vancouver is from New York

SURVEY OF PORTERS AT 21 UNITED STATES AIRPORTS EMPLOYED AS BAGGAGE AND LUGGAGE HELPERS

On November 17, 1947 a study was initiated for the purpose of ascertaining the wages, hours and union affiliation of employees, sometimes known as "sky-caps", at the commercial air fields serving 21 larger cities of the United States. Although in some cases these employees have names other than "sky-caps", in all events, they are the personel responsible for assisting passengers with their luggage as they arrive and depart at the commercial air fields.

This survey has attempted to secure information from every geographical area of the United States and all of the principal airports. The fact that there was little or no available documentary information on this subject necessitated the drafting and executing of a plan which would result in source material.

When the Congress in 1938 passed the Wages and Hours Act, it provided a legal basis for guaranteeing air field porters a basic hourly wage. In this respect the future wage policy relative to porters at the air fields became similar to the policy pertaining to red-caps at railroad terminals. The air fields, in general, are public owned; as such the commercial airlines of the nation are in a favored financial position since the interstate railroads using the many railroad terminals must compensate terminal associations for such services.

The study revealed that in volume of traffic necessitating air field porters, New York, N. Y. and Miami, Florida were the two principal commercial aviation terminals in this country. New York is by far the largest air terminal in the United States bedause of its huge volume of domestic and international trade. Miami, Florida as an airline terminal is large and growing, principally because it serves as a gate-way for the Carribean and South American commercial air business. In a sense, and in direct bearing with this survey, Miami might serve as an interesting study since its air fields offer the main industrial area of employment for Negroes especially in the categories of air field porters.

In every case studied but one, porters work a five day week; the single exception being the nineteen porters at Mills Field Municipal Airport at San Francisco, California where the schedule for porters is a six day week. Monthly wages varied and are therefore classified in three categories.

At five air fields studied, wages ranged from $65 to $100 a month.[1] Four air fields were included in the large group taking in those areas where the monthly wage was $125 a month or over.[2]

[1] Eastern Airlines, Memphis, Tenn.; Eastern Airlines, Miami, Florida; Municipal Airport and Eastern Airlines, Atlanta, Ga.; Municipal Airport, Hapeville, Ga.; Allegheny County Municipal Airport, Hornestead, Penn.

[2] Love Field, Dallas, Texas; International Airport, Miami, Florida; Chicago Southern Airline, Memphis, Tenn.; Braniff Airways, Memphis, Tenn.

We find that most of the places studied came under this grouping.[3] The study revealed that of the 21 air fields studied, only 2, at the time, were union organized.[4] The accompanying chart will show that of the 21 places mentioned only in a few instances were two in the same city.

Miami, Florida has its air fields listed in four sections under the following names:

1. Eastern Airlines
2. Pan American World Airway
3. The Delta Airlines

Atlanta, Ga. was listed in two parts;[5] Memphis, Tenn. was listed in four sections;[6] and New York, N. Y. in two parts.[7] At the initial stages of this study, the Idlewile International Airport in New York City was not open for commercial business.

In the only two places found organized, the C. I. O. was the organization involved.[8]

In Miami, Florida the airlines and the airports provided the principal area of industrial and commercial employment. Being

[3] LaGuardia Field, New York, N. Y.; Ameridan Airline, Memphis, Tenn.; Meacham Field, Ft. Worth, Texas; Municipal Airport TWA Inc. Kansas City, Mo.; Stapleton Airfield, Denver, Colo.; Kenton, Ky., Greater Cincinnati Air Terminal Co.; Municipal Airport-Delta Airlines, Atlanta, Ga.; Eastern Airlines, Miami, Florida; Pan American World Airways, Miami, Florida; International Airport-Delta Airline; Miama, Florida.

[4] Pan American World Airway, Miami, Florida; LaGuardia Field, New York N. Y.

[5] Delta Airline, Miami, Florida; Eastern Airline, Miami, Florida

[6] Braniff Airways, Memphis, Tenn.; Eastern Airline, Memphis, Tenn.; American Airline, Memphis, Tenn.; Chicago Southern Airline, Memphis, Tenn.

[7] LaGuardia Field, New York, N. Y.; Airline Terminal, New York, N. Y.;

[8] Pan American World Airlines, Miami, Florida; LaGuardia Field, New York, N. Y.; Local #290

smaller than many cities in the nation but having a percentage of Negro citizens numerically similar to other cities, Miami because of its huge domestic and foreign commercial air business may offer an interesting area for Negro employment and subsequent union organizing drives.

Miami's international airport, already one of the biggest and busiest in the world, has embarked on an improvement and expansion program to cost $11,000,000.

The airport, second only to New York's LaGuardia Field as an international port of entry, handles nearly a million passengers a year. It covers 2,500 acres, includes 324 buildings and employs 15,221 persons. There are twelve regularly scheduled airlines and thirty-four non-scheduled lines.

First step in the improvement program is removal of the Seaboard Airline Railroad tracks in the vicinity, at a cost of $3,000,000. A. B. Curry, director of the Port Authority, said other projects include a $3,000,000 terminal building and a $2,000,000 hotel, complete with swimming pool and shops for the convenience of air travelers.

These will be followed by $3,000,000 to be spent on new runways, ramps and taxiways by 1952.

The present installation is valued at $30,000,000. Airlines pour $60,000,000 yearly into the area in pay-rolls, plus $26,000,000 in purchases. Travelers stopping over leave another $20,000,000, Mr. Curry estimated.

Last year 958,593 passengers arrived or departed. Of these, 450,000 were international passengers, many of them top-ranking diplomats traveling between the Americas. While English is the prevailing language, Spanish is almost as common. Signs in restaurants, shops, rest rooms and other facilities appear in both languages. It is not unusual to hear Portuguese or any one of a half dozen other tongues.

A total of 5,475,280 pounds of mail arrived or departed at the airport in 1948. Cargo figures are even more impressive - 21,575 tons. Customs collected more duty an airborne goods here than at all other airports in the aviation business combined.

Postal business bacame so great since the war that a separate postal station was set up to handle it. Twenty-eight clerks are employed, working in shifts around the clock. Mail destined for out of the country is sorted and sent on its way in a matter of minutes, without having to go through the main station in downtown Miami.

The airport is tremendously important to Miami's economic life. It is estimated that 60 percent of its employees own their homes.

Of the 324 buildings, 162 are occupied by tenants who have their own businesses, such as repair shops and restaurants. Pan American World Airways has its overhead and maintenance shops there, the largest and finest in the world. Seventy-five other firms handle maintenance and repair work on virtually every type of land plane that flies.

The Miami airport situation has been dealt with at length because it serves as an interesting case study in an analysis of the general commercial air business. It is true that because of the size of the city, the air business might be out of proportion in any comparison with other cities. Yet, for any organizing purpose of the Brotherhood of Sleeping Car Porters that might result in an effort to secure collective bargaining rights over the porters at the air fields, an organizing drive in Miami would best serve as a barometer for future activities in this field by the organization.

The large percentage of Negro wage earners employed at the field might offer the organization an opportunity to, not only further its efforts in behalf of better wages, hours, and working conditions for the air field porters, but also to suppliment and compliment our work with our members in that area now employed in the railroad industry. Still further, a successful campaign of organization among the porters would provide the Brotherhood of Sleeping Car Porters with additional channels to carry on its program in behalf of the socio-economic problems affecting all Negro workers.

The fact that so few air field porters have been organized might be attributed to the following:

1. Relatively new and expanding industry.
2. The small number of employees in the craft with the subsequent organizing campaign cost factor.
3. The general and nation-wide discrimination against Negro workers and applicants for employment in the operational, clerical, and administrative phases of the commercial air business has resulted in relegating colored workers to the most menial types of jobs. With many unions in the industry having Jim-Crow clauses and with others expressing a general lack of interest in organizing Negro workers into bona-fide unions, the union plight of Negro workers is chaotic.
4. The relatively small number of men scattered over a large geographical area.

With the Negro employees at the air fields of Miami, Florida forming a large homogeneous segment of the Negro population, this locality might deserve consideration as being an initial point in starting any organizing drive, if such is the intention and a future policy of the Brotherhood of Sleeping Car Porters. The statistical analysis of Miami is indicative of a trend in the aircraft industry for the entire nation. Unlike the railroad business, commercial aviation is still a greatly expanding industry, whether it be New York, Miami, Los Angeles, New Orleans or Cincinnati. We will find upon examination that almost every locality is currently engaged in future expansion of its air facilities. This is in line with the policy of the great airplane companies. We need only to examine the not too recent innovations of aircoach travel of Capital and Transworld Airlines Company. Not only at the air fields do we find porters but the ever increasing mid-town offices of airplane companies offers employment to persons for purposes of assisting passengers with their luggage.

In every instance examined, the porters were Negroes. The percentage of Negro porters as related to white porters at the fields and offices of the airlines is much higher than a related study of railroad red-caps would reveal. In many areas of the nation, especially the mid-west, many white employees serve at railroad terminals as porters.

The general caliber of persons employed as porters for purposes of this study seem to be intellectually capable of assimulating well organized and directed union educational and organizing programs.

The Railway Labor Act, as amended and approved April 10, 1936, established the laws pertaining to collective bargaining procedures for employees of the air transporting companies in this country. In this respect, any consideration for organizing employees at commercial air fields must be concerned with the same legal consideration pertaining to the use of the National Mediation Board available in dealing with organized "sky-caps" for collective bargaining purposes. Title 2 of the Railway Labor Act deals entirely with the aircraft industry and all of the provisions of title 1 of the act are "extended to and shall cover every common carrier by air transporting mail for or under contract with the United States Government, and every air pilot or other person who performs any work as an employee or subordinate official of such carrier or carriers, subject to its or their continuing authority to supervise and direct the manner of rendition of his services."*

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* The Railway Labor Act.

AIRPORT PORTERS BAGGAGE AND LUGGAGE HELPERS

Places	No. of Porters	Porters working 5 days a week	Porters working 6 days a week	Wages up to $100 Per month	Wages $100 to $125 Per month	Over $125 Per month	No. organized
Dallas, Texas (Love Field)	26	26			$125		none
New York, N. Y. (Airline Terminal)	35	35					none
Miami, Florida (Eastern Airline)	35	35		$65 or $780 yr		$100-$145	none
Miami, Florida (Pan American World Airway)	60 or more	60 or more				$164-$176	60 or more *
Miami, Florida (Int. Air Port)	9	9			$92-$125		none
Miami, Florida (INt. Airport Delta Airline)	5	5				$120-$145	none
Atlanta, Ga. (Municipal Airport Delta Airline)	11	11				$125-$175	none
Atlanta, Ga. (Municipal Airport Eastern Airline)	21	21		$25-$31 wk.			none
Kenton County, Ky. (Greater Cincinnati Air Terminal Co.)	11	11				$115-$135	none
Denver, Colo. (Stapleton Air Field)	3	3				$140 ($35 wk)	none
Kansas City, Mo. (Municipal Airport T. W. A. Inc.)	15	15				$115-$145	none
Hapeville, Ga. (Municipal Airport Airlines)	25	25		$100			
Ft. Worth, Texas (Meacham Field)	5	5				$145	none
Hornestead, Penn. (Allegheny County Municipal Airport)	20	20 (5½ days)		$85-$100			none
Memphis, Tenn. (Chicago Southern Airline)	10	10			$124		none
Memphis, Tenn. (American Airline)	8	8				$145	none
Memphis, Tenn. (Eastern Airline)	3	3		$100			none
Memphis, Tenn. (Braniff Airways)	3	3			$120	$130 (Headman)	none
St. Paul, Minn. (World Chamberlan)	11	11					none
San Francisco, Calif. (Mills Field Municipal Airport)	19		19				none
New York, N. Y. (LaGuardia)	75	75				$135	75 **

* C.I.O.
**C.I.O. Local 290

December 7, 1951

THE PROPOSED EDUCATIONAL PROGRAM FOR THE NEW YORK DIVISION OF THE BROTHERHOOD OF SLEEPING CAR PORTERS.

I. Purpose.

1. To inculcate the spirit and philosophy of the Brotherhood of Sleeping Car Porters movement in an effort to make all members trade unionists.

   a. The union shop will cause a drastic revision in the local educational program. Not only new brothers from the Pullman service who were brought into the organization, but those who were unfinancial are now ~~to~~ brought back into the union and are in need of sound educational indoctrination.

2. Procedure.

   a. Meetings, forums, films and film strips, work shops.

3. Programs.

   a. Meetings:- as of Monday, December 10th, educational meetings will be every 2nd Monday and Tuesday of each month until further notice. It is understood that the regular monthly business meeting will take place as always on the Wednesday following the two educational meetings. Therefore, this will mean three meeting days in succession, two of which will be devoted to union education.

   b. Organization:- Committee for Organization and Education composed of 18 members of the New York local equally divided with brothers from the Pennsylvania Terminal and New York Central districts will be responsible for the program with the cooperation, aid and counsel of the International's Director of Researchand Education. Inasmuch as there are nine Pennsylvania Terminal brothers already on the committee, new additions will be made from the New York Central District. This committee is known as the Co-Chairmen Committee.

   c. Method of conducting meetings:-- At each meeting, a planned program will be presided over by one or more co-chairman and if none is present, the educational director will preside. When the ~~project and~~ occasion demands an outside authority or expert opinion, on a particular subject~~, such a person~~ will be invited.

   The following subjects, to be dealt with by lecture, forum, question and answer and/or conference procedure.

   Each project will feature a person or persons qualified by special training, experience or some other method of knowledge, to deal with the subject. In any case, the subject will be handled by Brotherhood officers or members or a person known to the Brotherhood as an authority in the field.

1. The history and philosophy of the free trade union movement with a brief resume of the trade union on the world scene.
2. The history and philosophy, in detail, of the Brotherhood of Sleeping Car Porters from its founding days to the present, with emphasis on the Brotherhood's present program and its rule in the future.
3. Exhaustive comprehensive study of the rules and regulations of the constitution~~al~~ and by-laws of the organization.
4. Comprehensive study of the rules and regulations of all collective bargaining agreements covering all members of the New York local.
5. Study and method of proper use of the time book.
6. Study of parliamentary procedure.
7. Comprehensive study of the purpose and objectives of the Railroad Labor Act.
8. Comprehensive study of the purpose and objectives of the Railroad Retirement Act.
9. Special emphasis on benefits accruing to retired Railroad employees and benefits accruing to dependents and wives of Railroad employees.
10. Brief resume of the federal Interstate Commerce Commission and its relationship to the railroad industry.
11. Brief resume of the history of other significant American Trade Unions, The American Federation of Labor and the International Confederation of Free Trade Unions.

II. Projects.

1. Entertainment (to be handled by the existing entertainment committee of the local).
2. Renew and reorganize the local choral group.
3. Urge participation in the social activities of the union.
4. Attempt to conduct joint programs with the local auxiliary.
5. Develop a political action commitee (for the purpose of handling the program of Labor's League for Political Education on the local level.
6. Community program committee; responsible for community projects in which the local desires to participate.

Obviously, all the subjects listed above will not require a great deal of detail or long term study. It is important, however, that the porter be acquainted with every facet of the movement and industry in which he makes his livelihood. It is equally important that he be well acquainted with all factors which effect his wages. Only through a strong, virile trade union can an industrial democracy be obtained.

Some of the subjects listed above, especially those not directly concerned with the porter, might be handled with help of an outside authority invited to various meetings and available to unions in the State of New York at virtually no expense.

MARCH THE 3rd MONTH
AND 23rd DAY 1952

NOTICE

Hear a Philip Randolph 2 P. M. Sunday at Tampa Urban League, 1615 Lamar Ave. on question of the present Contract and Agreement between the Brotherhood of Sleeping Car Porter for the Organization of Colored Locomotive Fireman, Sign Dec. 28th 1951 by a Philip Randolph and D. B. Robeson, Pres. of the Locomotive Firemans and Engineers. Come see and hear. Sign

J. W. Daniel,
Chairman

Colored Fireman Div. Tampa, Fla.

Wm Bowe read statement WLIB 1951

COPY

1. When was the Brotherhood of Sleeping Car Porters formed?

   A. ~~Augustxx1925~~ The Brotherhood of Sleeping Car Porters came into being in August 1925.

2. What is its total membership today?
   A. I would say that today we have approximately 16,000 members.

3. Why was it formed?

   A. Prior to 1925 the Pullman Porters did not have a bona fide trade union. The Brotherhood was formed to make it possible for the porters to have a bargaining agent to secure better working conditions the same as other railway employees.

4. Who is the head of the organization?

   A. A. Philip Randolph is the International President of the Brotherhood.

5. Tell us something about Mr. Randolph?

   A. Mr. Randolph is a crusader and an idealist with a firm belief in the dignity of man.

   He was born in the South, Crescent City, Florida, to be exact. He came to New York as a young man and one of his first jobs was with the old Fall River Line. He was fired from that job for trying to organize a protest against the working conditions of the Company's waiters.

   In time, he became publisher and editor of the Messenger Magazine - a journal of Negro life, stressing economics as the basis for the solution of the Negro problem in America. He has written ~~mx~~ numerous articles dealing with the Negro and his struggle for first-class citizenship.

   Mr. Randolph spearheaded and organized the March on Washington Movement shortly after our entrance into World War II. The purpose of the March was to bring to the attention of the Administration and the general public the fact that Negroes were being discriminated against in defense industries. This movement was the direct cause of President Roosevelt issueing an Executive Order for the appointment of a Fair Employment Practice Committee to eliminate discrimination in defense industries on account of race, color, creed or national origin.

6. What role does the Brotherhood play in the present day labor movement?

A.

The Brotherhood, today, plays a leading role in the American labor movement.

The Brotherhood is affiliated with the American Federation of Labor. We have membership in the Railway Labor Executives' Association - an organization comprised of the leading railway labor unions.

We are one of the twenty-two organizations that may select members to the Railroad Adjustment Board and we are also affiliated with the Canadian Trades and Labor Congress and the General Conference Committee of the Associated Non-operating Railway Unions in Canada.

7. What do you think is the estimated payroll of the Brotherhood membership today?

A. I would say around seventy-five million dollars.

COPY

ONE HOUR'S PAY FOR FREEDOM

Dear Sir and Brother:

I know from the papers you are familiar with the fact that our Brothers and Sisters down in Mississippi, North Carolina, Georgia, and Alabama and other southern states, are facing a veritable calamity. Negro farmers unable to secure renewal of mortgages because of persecution of the White Citizens Councils, may soon face sheriff sales of their little farms and homes.

Negro workers are being discharged. Negro grocer-storekeepers, are unable to get goods to sell and teachers are being dismissed from schools because they dare to fight for their civil rights, support the Desegregation Decision of the United States Supreme Court, attempt to exercise their right to vote and keep membership in the NAACP.

DON'T LET YOUR BROTHERS AND SISTERS DOWN

While you are free and secure in the north, east and west, don't let your Brothers and Sisters down in Dixie. Don't desert them while they face a great struggle and crisis for their right to live as free men and women.

HOW YOU CAN HELP

The Brotherhood of Sleeping Car Porters is calling on each and every member to contribute one hour's pay, or $1.50 for freedom and civil rights, for our Brothers and Sisters in the south. You may give your hour's pay to your local Secretary-Treasurer, who will in turn, send it on to the National Secretary-Treasurer, Brother Ashley L. Totten. Act today, don't delay, tomorrow may be too late.

Fraternally,

A Philip Randolph

A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters

THE FOLLOWING DOCUMENT HAS BEEN OMITTED BECAUSE OF COPYRIGHT RESTRICTIONS. THE ORIGINAL MAY BE CONSULTED IN THE A. PHILIP RANDOLPH COLLECTION AT THE LIBRARY OF CONGRESS:

Mr. Randolph

COPY

A. Philip Randolph and the Brotherhood of Sleeping Car Porters: its development, significance, and spearhead activities.

by

Andrew J. Combe

History 4d   Mr. Dev

March, '60

January 15, 1965

FOR RELEASE UPON RECEIPT

STRIKE DATE SET FOR DINING CAR EMPLOYES ON CHICAGO, BURLINGTON & QUINCY RAILROAD

It was announced at the international headquarters of the Brotherhood of Sleeping Car Porters, 217 West 125 Street, New York City, that dining car employes and coach and chair car porters of the Chicago, Burlington & Quincy Railroad will be called out on strike at 12:01 AM, January 23, over the entire system of this railroad.

~~The cause of the strike is the refusal of the railroad to accede to the 40-hour week, which is practically universally applied in the~~

A. Philip Randolph, international president of the Union, stated that the ~~strike~~ cause of the strike is the refusal of the railroad to accede to the 40-hour week, which is practically universally applied in the railroad industry of this country.

[1965]

U.S. DEPARTMENT OF LABOR
BUREAU OF LABOR STATISTICS
WASHINGTON, D. C. 20212

In reply please
refer to No. 700

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
(AFL-CIO)
217 West 125th Street
New York, New York

Dear Mr. Randolph:

As you know, we have been issuing a Directory of National and International Labor Unions in the United States at 2-year intervals. The previous Directory was published in 1963. The Directory is used extensively by Government agencies, the press, labor organizations, and the general public.

We are planning a new Directory for 1965. Will you please provide the information requested on the questionnaire and return it to us in the enclosed envelope, which requires no postage. Please insert "none" or "information not available" where it applies rather than leave questions unanswered. A copy of the questionnaire is enclosed for your files.

Your cooperation is greatly appreciated. We will be pleased to send you a copy of the new Directory as soon as it becomes available.

Very truly yours,

Ewan Clague

Ewan Clague
Commissioner

Enclosures

Returned
4/2/65
AVB

in the United States, 1965

I. UNION AND OFFICER IDENTIFICATION:

~~Mr. A. Philip~~
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, N. Y. 10027

THIS COPY FOR YOUR FILES

1. Union name and address (please add zip code above if not shown)

2. Affiliation (check appropriate box) AFL–CIO ☒ None ☐
Other (specify) Canadian Labour Congress

3. Telephone number (spell exchange in full) Monument 2-5080

4. President (Mr., ~~Mrs., Miss~~) A. Philip Randolph

5. Secretary–Treasurer (Mr., ~~Mrs., Miss~~) William H. Bowe (Acting)

6. Name and title of person in charge of organizing activities:
(Mr., Mrs., Miss) none Title

7. Research Director (Mr., Mrs., Miss) none
Mailing address if different from headquarters:
(Street) (City) (State) (Zip code)

8. Education Director (Mr., Mrs., Miss) none
Mailing address if different from headquarters:
(Street) (City) (State) (Zip code)

9. Name and title of person in charge of social insurance (health, insurance, pension, etc.) activities:
(Mr., ~~Mrs., Miss~~) A. Philip Randolph Title International President
Mailing address if different from headquarters:
(Street) (City) (State) (Zip code)

10. Name and title of person in charge of legal activities:
(Mr., Mrs., Miss) none Title
Mailing address if different from headquarters:
(Street) (City) (State) (Zip code)

II. CONVENTIONS AND PUBLICATIONS:

1. Frequency of conventions Every 3 years

2. Next convention September (Month) 13 (Day) 1965 (Year) Chicago (City) Illinois (State)

3. Name of official publication(s)

Name of official publication(s)	How often published	Editor (Mr., ~~Mrs., Miss~~)
THE BLACK WORKER	Quarterly	A. Philip Randolph

IV. MEMBERSHIP:

1. Indicate annual average dues-paying membership count for 1963 and 1964. If complete returns for 1964 are not yet available, use 9- or 10-month average.

1964 6,000 members

1963 6,000 members

2. Indicate the formal policy of the union, as expressed in the constitution or other regulations, concerning the dues obligations of members in the categories listed below:

	Full dues	Less than full dues	Dues exempt	No formal policy
Unemployed	☐	☐	☒	☐
Involved in work stoppages	☐	☐	☒	☐
Armed Forces	☐	☐	☒	☐
Apprentices (none)	☐	☐	☐	☐
Retired	☐	☐	☒	☐
Other groups (specify)				
Illness	☐	☐	☒	☐
	☐	☐	☐	☐

3. If members in any of the above categories pay less than full dues, is the per capita tax to the national or international union for those members— (check one)

Paid in full ☐ Waived ☐

Paid in part ☐ No fixed policy ☐

V. CLASSIFICATION OF MEMBERSHIP:

1. Approximate percentage of membership who are women 0 %
(If none, enter zero)

2. Approximate percentage of membership who are "white collar" workers (include professional, technical, sales, and office workers) 0 %
(If none, enter zero)

3. For any area outside the United States, please indicate the number of dues-paying members and the number of local unions in existence as of the end of 1964 or any other appropriate current period:

Location	Approximate number of union members	Number of local unions
Canada	400	6
Puerto Rico		
Canal Zone		
Other (specify)		

industry groups:

Manufacturing:

Food, beverages, and tobacco ____ %
Clothing, textiles, and leather products ____ %
Furniture, lumber, wood products, and paper ____ %
Printing and publishing ____ %
Petroleum, chemicals, and rubber ____ %
Stone, clay, and glass ____ %
Metals, machinery, and equipment except transportation equipment ____ %
Transportation equipment (automobiles, aircraft, shipbuilding) ____ %
Manufacturing (classification not available) ____ %

Nonmanufacturing:

Mining and quarrying (include crude petroleum and natural gas production) ____ %
Contract construction (building and special trade) ____ %
Transportation (include railroads, air, bus, truck and water transportation, and allied services) 100 %
Telephone and telegraph ____ %
Public utilities (electric, gas, and water) ____ %
Trade (wholesale and retail) ____ %
Finance and insurance ____ %
Service industries (include hotels, laundries and other personal services, repair services, motion pictures, amusements and related services, hospitals, educational institutions, nonprofit membership organizations) ____ %
Agriculture and fishing ____ %
Nonmanufacturing (classification not available) ____ %

Government:

Federal ____ %
State and local ____ %
Total 100 %

5. State distribution of union membership. Indicate the approximate number or percentage of members in each of the 50 States. Estimates are for general analysis purposes only and will not be shown for individual unions.

Alabama ____
Alaska ____
Arizona ____
Arkansas ____
California ____
Colorado ____
Connecticut ____
Delaware ____
Florida ____
Georgia ____
Hawaii ____
Idaho ____
Illinois ____
Indiana ____
Iowa ____
Kansas ____
Kentucky ____
Louisiana ____
Maine ____
Maryland—District of Columbia ____
Massachusetts ____
Michigan ____
Minnesota ____
Mississippi ____
Missouri ____
Montana ____
Nebraska ____
Nevada ____
New Hampshire ____
New Jersey ____
New Mexico ____
New York ____
North Carolina ____
North Dakota ____
Ohio ____
Oklahoma ____
Oregon ____
Pennsylvania ____
Rhode Island ____
South Carolina ____
South Dakota ____
Tennessee ____
Texas ____
Utah ____
Vermont ____
Virginia ____
Washington ____
West Virginia ____
Wisconsin ____
Wyoming ____
Number or percentage not accounted for In the U.S. ____

ments as separate documents)________________________________ 33 agreements
United States only ________________________________ 32 agreements

2. (a) Approximate number of different employers covered by collective bargaining agreements ____________ 26 employers
United States only ____________ 25 employers

(b) If more than one employer, are the employers located in at least two States? ____________ Yes ☒ No ☐

3. Approximate number of workers covered by all collective bargaining agreements (include nonmembers in bargaining units)____6,000____ ____________ workers
United States only____5,600____ ____________ workers

VII. UNION STAFF:

1. Approximate number of full-time paid employees (executive, professional, representatives, organizers, clerical, etc.) on the payroll of the national or international union in the United States (omit those on the payroll of local unions, intermediate or other bodies, etc.)____________ 20 employees

May we have your comments regarding the present Directory and proposals for changes in future editions?

The present Directory is fine but we wish you would send more than one copy to our Organization. One copy should be addressed directly to Mr. A. Philip Randolph and another copy may be addressed to the Brotherhood of Sleeping Car Porters.

A. Philip Randolph	International President	April 2, 1965
Name of person reporting	Title	Date

RECEIVED OCT 16

A. PHILIP RANDOLPH
260 Park Avenue South
New York, N. Y. 10010

October 14, 1970

Dear Brother Blanchette:

I am enclosing a list of questions which I would like you to answer since I wish to use the information in the development of the history of the Union.

Fraternally yours,

A. Philip Randolph

A. Philip Randolph

Mr. A. R. Blanchette
International Representative
Brotherhood of Sleeping Car Porters
1410 Stanley Street
Montreal 2, Quebec

1. Date of first meeting to organize a local of BSCP in your city.
2. Who called the meeting?
3. Who were the officers of the local union?
4. Date of first public meeting of the union.
5. Nature of opposition to the union.
6. Who were the first porters fired because of the union?
7. When was the first full-time officers of the union appointed?
8. Date of first meeting for Randolph appearance for BSCP in your city.
9. What was the highest peak of Brotherhood membership?
10. Number of porters fired on account of the union.
11. Date of organization of the Ladies Auxiliary.
12. Was there a movement to organize porters prior to the Brotherhood?
13. Relation of white unions to the Brotherhood.
14. Number of cases involving porters won by the Brotherhood, and number lost.
15. Give four, or more, sketches of outstanding porter cases (won or lost) in your zone.
16. Sketch one, or more, cases of Brotherhood members who brought suits against the Brotherhood, indicating whether the case was won or lost.
17. Attitude of Negro press in your city to the Brotherhood.
18. Attitude of Negro church to the Brotherhood.
19. Attitude of Negro leaders in your city toward the Brotherhood.
20. Attitude of Negro members of local A.F.L. unions to the Brotherhood.
21. Effect of the A.F.L. federal local charter in enlisting porters as members.

from
F. W. Campbell
Gen. Chairman
C & O

QUESTIONNAIRE

1. Date of first meeting to organize a local of BSCP in your City. (about. Dec. 1942)

2. Who called the meeting? A. L. Payne

3. Who were the officers of the local union? C. A. Batts (Pres), A. L. Payne (Sec-Treas)

4. Date of first public meeting of the union. 5-5-1943

5. Nature of opposition to the union.

6. Who were the first porters fired because of the union? None

7. When was the first full-time officers of the union appointed? - 1943

8. Date of the first meeting for Brother Randolph's appearance for BSCP in your City. ??

9. What was the highest peak of Brotherhood membership, in your Division - 44.

10. Number of porters fired on account of the union. None

11. Date of organization of the Ladies Auxiliary. None

12. Was there a movement to organize porters prior to the Brotherhood? No

13. Relation of white unions to the Brotherhood. - Good

14. Number of cases involving porters won by the Brotherhood, and number lost. 15 Won 12 Lost

15. Give four or more, sketches of outstanding porter cases (won or lost) in your Zone. (See back)

16. Sketch one, or more, cases of Brotherhood members who brought suits against the Brotherhood, indicating whether the case was won or lost. None

17. Attitude of Negro press in your City to the Brotherhood. No Negro Press

18. Attitude of Negro Church to the Brotherhood. Good

19. Attitude of Negro leaders in your city towards the Brotherhood. Good

20. Attitude of Negro members of local A.F.L. unions to the Brotherhood. No, Local A.F.L. Off.

21. Effect of the A.F.L. federal local charter in enlisting porters as members. No comment.

*********Please send above information to:
Eastern Zone Office
Brotherhood of Sleeping Car Porters
103 East 125th Street, #710
New York, N. Y. 10035

15. Train Porter, A Crockett charged with misconduct, involving female passenger, won. N. L. Sweeney — Train Porter charged for molesting a female passenger won; Train Porter B. A. Wright charged with molesting a female passenger lost.

Train Porter Charlie Ellis, charged with mis-use of company funds, lost.

1. Dec. 1942. I don't know exact date.
2. Mr. A. L. Payne.
3. Mr. C. A. Batts President A. L. Payne Sect-Treasurer.
4. May 5, 1943.
5. Very Good.
6. None.
7. 1943.
8. Unable to get date.
9. 44
10. None.
11. None.
12. No.
13. Good.
14. About 15 Won 12 lost.
15. Train Porter A. J. Crockett charged with misconduct involving a female Passenger, Won. H. F. Sweeney Train Porter charged for molesting a ~~female~~ female Passenger, Won.

Train Porter B. A. Wright charged with molesting a female Passenger, lost. Train Porter Charlie Ellis charged with missuse of Company funds, lost.

16. None.

17. No Negro Press.

18. Good.

19. Good.

20. No local A. F. L. Unions.

21. No Comment.

Jan. 28, 1971

Bro. B.F. McLaurin
Brotherhood of Sleeping Car Porters
New York, New York 10035

Dear Sir:

A reply to your letter about the History of the organization.

I have been unable to get some of the exact information I wanted because of the illness of our former Gen. Chairman Bro. A L Payne. I will try to give you the answers to the question the best I know from the information I have collected.

Hoping it will be of some help. You will find attached questions and answers.

Yours Truly
Frank W. Campbell
Gen. Chairman C+O Div.

ANSWERS TO QUESTIONS ,ASKED,IN WRITING,UNDER DATE OF

OCTOBER 14, 1970

BY

MR. A.PHILIP RANDOLPH, 260 PARK AVENUE SOUTH

NEW YORK, N.Y. 10010

1. In the year of 1938.

2. Granville Jones, a Montreal Pullman Porter.

3. Brothers Granville Jones, President; H.P.Smith, 1st Vice-President; and J.Dennis, Local Secretary-Treasurer; Montreal Pullman Division, B.S.C.P.

4. June 1943.

5. "Underground".

6. Nil.

7. June 1, 1945.

8. October 1942.

9. 800 more or less, years 1945-1946.

10. Nil.

11. June 1945.

12. Yes.

13. Cold.

14. Two (2) cases won by Arbitration, and two (2) cases lost by Arbitration ; more cases won than lost by other means, viz: Hearings and Appeals.

15. Case of Vancouver CPR Porter W.P.Brown, before Arbitrator J.F.W.Weatherill on October 16, 1968, enclosed herewith.

    Case of Montreal CPR Porter W.T.Green, before Arbitrator J.F.W.Weatherill on October 16, 1968, enclosed herewith.

    Case of Montreal CPR Porter Harvey Witherspoon, as reported in"The Black Worker" of December 1966, enclosed herewith in brown envelope. This case was won "under appeal".

16. Nil.

17. No Negro press in existence.

18. Good and Co-operative.

19. Good.

20. Nil.

21. Very good.

* * *

[1971]

The Brotherhood of Sleeping Car Porters Atlanta Division 1937-1971

The Brotherhood of Sleeping Car Porters in Atlanta was organized during Roosevelt's term of Presidency. Their struggle began here at the time of A. Phillip Randolph's trip to Atlanta to solicit members to become affiliated with the Union. He walked and talked to the porters trying to give them the understanding of labor unions and explain the advantage that belonging would have for their betterment on their jobs.

His success came slowly because the majority of the men were afraid to assume the responsibility of paying dues, but mostly afraid of losing their jobs and of the operation of the Company's Protective Union which was fighting labor unions.

Before this time, on the job, one porter was entirely responsible for a car and was considered by the company as a part of the car's equipment. Knowing that these hardships made the job's responsibility almost too difficult for a porter to survive, Mr. Randolph selected Mr. Troy Goodrum as secretary Treasurer. His responsibility was to seek porters to join the union, collect dues from them and send the money to the already organized union in New York.

The struggle continued. Members grew from two members in 1935 to more than one hundred in 1943. Pullman Porters here were learning of the advantages of representation by the union when there were grievances to be handled.

Eventually Mr. S. D. Kendrick was elected as the first President of the Atlanta Division with less than 51% of Porters as paying members. They then operated as a local under National and enjoyed benefits which made them feel more secure on their jobs.

About this time the Company offered a small raise, which increased the struggle to maintain an increasing number of men in the union. Then the union was opposed greater by the Company. The support from porters was so limited that the Atlanta Local was discontinued and the district was cut out by National Union.

Mr. B. F. Hurt, one of the dedicated Union members, and the Vice President of the local, took the responsibility and proved that dues had been paid, by producing receipts signed by the president, thereby he succeeded in reinstating the Atlanta Local.

This kind of hard work continued until President Roosevelt passed a law protecting labor unions. At this time more of the porters joined and the local began to survive and in 1940 some constitutional changes were made.

Following the Presidency of Mr. Hurt, Mr. Thomas W. Culpepper was elected as President and served until the time of his death in January, 1970. During his administration the Local made its best contribution to the Union, however there was still a problem to show the porters the value of the Union, in that it was for their benefit to pay monthly dues and operate as Union men.

This responsibility was a time consuming job. President Culpepper often lost time from his job trying to keep the organization in order while soliciting memberships. The Company's fight against the Union continued, causing increased dissention and less cooperation by the porters to the extent that a demonstration was planned and formed. Picketing was started by a group. They marched in front and around Shops' Headquarters trying to influence shop workers to come into the Union, but they were influenced by the Company to stay out of the Union. Consequently the Local failed completely to get the Shopworkers to come into the Union.

As time passed "Closed Shop" came about, making it compulsory for Porters to become members of the Union in order to remain on the job. This action decreased the struggle to enlarge the memberships. It was then that the Local Organization operated with less struggle for members.

A. PHILIP RANDOLPH
International President Emeritus

C. L. DELLUMS
International President
1716-18 Seventh Street
Oakland, California 94607

L. J. SHACKELFORD, JR.
International Vice President
431 South Dearborn St. - Suite 1224
Chicago, Illinois 60605

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC

517 CASTLE BUILDING
1410 STANLEY STREET
MONTREAL 110, QUEBEC
Phone: Victor 5-9791

WILLIAM H. BOWE
International Secretary-Treasurer

L. H. GREENE, JR.
Eastern Zone Supervisor
103 East 125th Street
Suite 710
New York, N. Y. 10035

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
Montreal, Canada

January 31, 1972

Mr. A.Philip Randolph
International President Emeritus
Brotherhood of Sleeping Car Porters
260 Park Avenue South
New York, N.Y. 10010

Dear Brother Randolph:

Enclosed herewith please find, at long last, my answers to the questions listed in enclosure with your letterto me under date of October 14, 1970.

Please forgive my extreme tardiness in replying thereto, as I misplaced the file and thus lost sight thereof for an extremely long period.

With warmest personal regards, I remain,

Fraternally yours,

A.R.Blanchette

A.R.Blanchette
International Field Representative

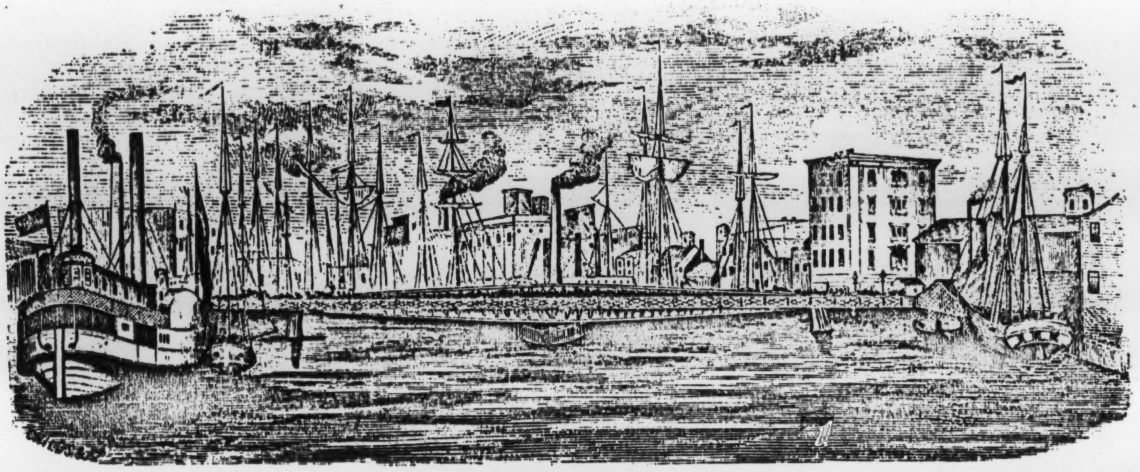
Encls.

[illegible]

THE FOLLOWING DOCUMENT IS A PHOTOCOPY.

THE ORIGINAL IS NOT IN THE A. PHILIP RANDOLPH COLLECTION AT

THE LIBRARY OF CONGRESS



Founded 1856

CLARK STREET BRIDGE, 1856

Telephone MIchigan 2-4600

CHICAGO HISTORICAL SOCIETY · *North Avenue and Clark Street, Chicago, Illinois 60614*

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Clement M. Silvestro, ***Director***

February 16, 1972

Dear Mr. Bowe:

The six cartons of Brotherhood records you set aside for us reached us safely last Friday. Your efforts and consideration in making these materials available to the Chicago Historical Society is deeply appreciated by all of us here.

Sincerely,

Archie Motley
Manuscript Division

Mr. William H. Bowe, President
New York Division
The Brotherhood of Sleeping Car Porters
103 East 125th Street (Suite 700)
New York, New York 10035

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[illegible]: Richard J. Daley, Mayor, City of Chicago; Daniel J. Shannon, President, Chicago Park District

February 22, 1972

Mr. A. R. Blanchette
International Field Representative
Brotherhood of Sleeping Car Porters
1410 Stanley Street
Montreal 110, Quebec

Dear Brother Blanchette:

Thank you for your letter replying to my questionnaire concerning the history of the Brotherhood, and enclosing several excellent examples of cases of porters won by the Brotherhood. I greatly appreciate your cooperation.

With cordial good wishes to you and the family, I am

Fraternally yours,

A. Philip Randolph

June 26, 1972

Mr. William Harris
Department of History
Indiana University
Bloomington, Indiana 47401

Dear Mr. Harris:

I am sorry indeed that I am unable to give you any information on the papers of the Brotherhood movement for the years 1925-40.

The Library of Congress wrote to Mr. Randolph stating that that portion of the papers was missing. Since then I have questioned several people, including Mr. Randolph, but no one knows anything.

Evidently, the papers were inadvertently thrown out, destroyed, or whatever. I haven't been able to determine what happened to them.

I am very sorry I am unable to help you.

Sincerely,

Bernice Wilds
Secretary to Mr. Randolph

P. S. The papers of Milton P. Webster, 1st Vice President of the Brotherhood are at the Chicago Historical Society. It is possible there may be papers and correspondence there dealing with the Brotherhood during the 1925-40 period.

HISTORY OF TRAIN AND MAIL PORTERS LOCAL # 6

[ca. 1975]

Brother B. F. McLaurin, International Field Organizer of the Brotherhood of Sleeping Car Porters came to Richmond in late February 1939 for the purpose of organizing the Train and Mail Porters on the Atlantic Coast Line Railroad.

Not knowing any of the Coast Line porters, he was taken to the home of Train Porter Clement J. Smith, by Mr. W. B. McNeill, Sr., a pullman porter living in the city of Richmond, Virginia. Mr. McNeill was secretary of the Pullman Porters Local which already were members of the Brotherhood of Sleeping Car Porters.

Mr. McLaurin explained his purpose in the city and requested Mr. C. J. Smith to contact the remaining Coast Line Train and Mail Porters and attempt to get them together for a meeting the next morning. Mr. Smith first contacted Mr. Asburry Britt, a good friend and also a train porter. He explained to him the conversation with Brother McLaurin and the two began to contact the other porters.

The following morning, at the Elk's Home on North Second Street, 9:30 a.m., the first meeting was held with about twenty porters present. As a matter of fact, it was about all of the train porters who happened to be in the city that day.

It was not very hard to get the porters together at this first meeting, since the job was hard, the pay was low and anybody could be your boss if the color of his skin was white. The train porters realized that they needed help and was very eager to hear what Mr. McLaurin had to say.

The first order of business in this meeting was to elect officers. They were as follows: C. J. Smith, Chairman, Asburry Britt, Secretary-Treasurer.

Executive Board Members were G. C. McNair, Jim Flowers, H. G. McQueen, Guffie Bains, Thomas Harlee, E. A. Burleigh, David Pate and Perry Garland.

After this was all behind us, Mr. McLaurin then began to address the porters about the Brotherhood and what it could do for the porters if they would join.

Over the years there had been a Company Union on the property. All of its officers being train porters and not affiliated with any other organization, therefore, it was powerless and unable to do anything for the benefit of the porters.

When the Brotherhood of Sleeping Car Porters came on the property, this Company organization flared up and offered some resistance. This made it necessary that an election for representation be held before the Brotherhood of Sleeping Car Porters could take over.

After several months the election was held and the Brotherhood won by a vast majority.

On April 28, 1943, after sixteen days of negotiations held in Wilmington, N. C., Mr. G. C. Sibley, General Manager represented the Atlantic Coast Line Railroad and Mr. T. T. Patterson, Eastern Zone Supervisor , Mr. B. F. McLaurin, International Field Organizer and Mr. Clement J. Smith, General Chairman of the Train and Mail Porters, all represented the Brotherhood. The first agreement ever to be written for train and mail porters was signed and seniority rosters established. This was a major step for the porters.

Between intervals ~~fr~~ from that year until now, many conferences have been held with management and many gains have been continuously made relative to working conditions, vacations, health and welfare prpgram including sick pay, unemployment pay, life insurance and hospitalization. Without the Brotherhood these benefits would never have been. Porters had worked for years and years but there was never a seniority roster or a pay rate for the porters established until the Brotherhood came to their rescue.

During our early years of organization, World War 2 broke out and many of our faithful members were inducted in the armed service and abroad for several years, including our secretary-treasurer, Brother Asburry Britt. This made it quite necessary that we reinforce our official staff. Luckily we were able to elect Brother George C. McNair as secretary treasurer. Brother E. A. Burleigh as vice-chairman and Brother James Currie as chairman of the Executive Board. These men have all served the organization for a long number of years and are still on the scene. As time moved on more men were hired and our Local continued to grow. Our International President Brother A. Phillip Randolph, accompanied by Brother B. F. McLaurin, then International Field Organizer, made several visits to our Local and city during these early days with our first public meeting being held at the Fifth Street Baptist Church in behalf of a F.E.P.C. Rally.

On January 22, 1950, Brother Randolph again was present and spoke to a very large audience at the Ebenezer Baptist Church. His subject, "Should Negroes Fight for the U.S.A. in a war with Soviet Russia".

On October 15, 1954, the Eastern Zone Conference of the Brotherhood of Sleeping Car Porters began in Richmond. There were approximately a hundred out of town local representatives present covering the Eastern Zone from Boston to Tampa, Florida. Also representation from many of the Ladies Auxiliaries.

In addition to International President Randolph and McLaurin we also had present, 1st International President Mr. M. P. Webster, International Secretary-Treasurer Brother Ashley L. Totten and his assistant at that time, Brother Wm. Bowe.

This conference lasted several days here in Richmond . It began with a public mass meeting on Sunday, October 24, 1954 at the Sixth Mt. Zion Baptist Church, Rev. A. W. Brown, pastor. This was wuite a large affair. Other speakers on the program were Brothers M. P. Webster and T.T.Patterson, Sister Halena Wilson, International President of the Ladies Auxiliary, Brother Ashley Totten , Brother B. F. McLaurin and of course our International President Brother Randolph.

The Theme of the conference was "Toward a Tomorrow of Industrial Democracy, Brotherhood, Freedom and Peace".

The following morning the regional conference got into full swing for the business sessions. All meetings were held at the Y.M.C.A. Many visiting speakers were present during the week and the conference closed on Friday evening with a public meeting at the Benjamin Graves Junior High School.

During the week a reception for visiting guests was held at Slaughters Hotel and a Brotherhood Dance at the Binga Center.

Prior to our agreement becoming effective, porters were fired or unloaded enroute and nothing was done about it. After our agreement became effective, the picture changed and no porter fired without an investigation. Among some of the early porters to be fired were Charles Petway and J. W. Simons in the year 1947. Both decisions were appealed and both were reinstated with seniority unimpaired. There have been many similar cases since then and some paid for time lost as well. In addition numerous claims have been collected that would not have been without the Brotherhood. During the years between 1945 and 1960 we had a very active Ladies Auxiliary led by Sister Mildred Harris, Mamie Britt and Annie Garland. They all served as Presidents and did a marvelous job. Some of the active members of the Auxiliary were Mrs. Sarah Graham, Effie Bain, Elizabeth Currie, Flossie Smith, Minnie Garland, Edith Wells, Edith James and many others.

When the porters began to lose jobs account of elimination of trains, the Auxiliary began to weaken.

Strange as it may seem, no one appeared to be concerned about the condition of the train and mail porters until the Brotherhood came on the scene. During some of the years later, other organizations came on the property seeking to represent the porters which did result in the holding of two elections, once between the United Transport Workers and again between the International Association of Railway Employees. The Brotherhood won both elections.

Our Brotherhood has always enjoyed the highest respect from management and all other organizations over the system. As a matter of fact, for a number of years we have been members of the General Chairmans' Association.

H. Pressley case in April 1951, a former train porter working out of Florence, South Carolina, entered a joint suit in the courts of Florence against the General Chairman Brother C. J. Smith and the Brotherhood of Sleeping Car Porters for $3000.00 damages claiming that he had been deprived out of his seniority rights, even though it was known that he had not complied with Rules of the Agreement. When the case was heard in the courts a directed verdict was handed down in favor of the Brotherhood by the judge.

Several years agao, again in Florence, S.C., another porter whose name was Thompson brought suit in the courts relative to his seniority standing. This case was tried in the courts on two occasions. The last by jury trial and a large sum of money was awarded against the Brotherhood in favor of Thompson.

Here in the city of Richmond and throughout the entire system we have always enjoyed fine support from daily and weekly newspapers as well as leading Labor Organizations and persons.

For many years our Local here was affiliated with other Labor groups here in the city.

This year marks the 32nd year since our Local was established. We are all most grateful for the progress that has been made even though during this time we suffered either by death or retirement, many of our loyal officers and members who were always ready to serve and who gave us loyal support. To them we also salute and to those who are still with us we pledge a bigger and better Brotherhood.

Present Local Officers over the Seaboard Coast Line System are: Local Chairman, Elijah Parker, Richmond, Va., Arthur Bowers, Florence, S.C., James Cohen, Jacksonville, Florida, George C. McNair, Secretary-Treasurer, James Currie, Chairman of Ex. Board and Clement J. Smith, General Chairman.

Some of the Brothers who worked hard in the early years to get our Brotherhood going and have now passed on are:

From Richmond - Asburry Britt, Johnnie Harris, L. Eggleston, Perry Garland, John Garland, A. Harlee, Jim Flowers, Lock Odom, Edward Anderson, Earl Bullard.

From Florence, S.C.- Local Chairman Joe Green,

From Savannah, Ga.- Local Chairman King Davis and Smiley Stringer

From Jacksonville, Florida- Local Chairman Lawrence Starling

N.B. #15.

Statements Adopted
by the
AFL-CIO Executive Council

Chicago, Illinois

August 7-8, 1978

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The National Economy

Unemployment and inflation continue to affiict the nation's economy, and the outlook for the near future is discouraging. The unemployment picture is as bleak as it was at the beginning of the year. While the unemployment rate of 6.2 percent is an improvement from the 6.9 percent rate of last July, it is still higher than any non-recession period. The unemployment problems of minorities are particularly severe, with the black unemployment rate still at 12.5 percent, and joblessness among black teenagers at a staggering 37 percent rate.

No additional progress is foreseen, and the most recent Administration projections show no real improvement over the next year. Indeed, numerous private forecasters predict a worsening of the unemployment situation.

Over the past year, consumer prices have risen 7.4 percent—the fastest rate of increase since 1975. During the first half of this year, prices were rising at a 10.4 percent annual rate, led by big jumps in food prices, interest rates, medical care costs, and gas and electricity rates.

The greatest threat to the economy is the tight money, high interest rate policy of the Federal Reserve Board that is choking off economic growth and adding to the inflation problem rather than alleviating it. Rising interest rates threaten disaster for the housing industry and severe problems for small business and local governments, thus adding to the dangers of a general recession.

The major price increases of 1978 were not caused by wage increases—rather they were due to specific shortages, Federal Reserve Board actions and profiteering. First-year wage increases negotiated in the first half of 1978, excluding the Mine Workers settlement, have averaged 7.2 percent—less than the increase in consumer prices.

Price increases are the principal economic fact determining the wage increases unions must seek in collective bargaining. Workers and their unions seek wage increases to meet price increases that have already taken place. They want at least to catch up and stay even. Wage increases do not start the inflation cycle, and cost-of-living clauses only partially recover already-imposed price increases.

Thus, many wage increases are tied to consumer price increases—the lower the price increases, the lower the resulting wage increases will be. That is why it is so important that the Administration succeed in convincing American business and the banking community to hold the line on prices and interest rates.

Inflation pressures are aggravated by devaluation of the dollar in international financial markets. As a result of such devaluation, imports are becoming more expensive and prices of U.S. goods affected by imported parts and raw materials are also going up. A devalued dollar also leads to increased export of items in short supply in the United States, thus accelerating inflationary trends.

The recent actions of the Federal Reserve Board in returning to the discredited policies of tight money and high interest rates threaten the President's anti-inflation efforts. High interest rates push up costs throughout the economy. The AFL-CIO continues to call for an immediate reduction in interest rates, particularly for home mortgages, and the allocation of credit to socially necessary investment.

Unemployment, itself, is inflationary since idle workers are not producing goods and services. Increased production, brought about by higher employment levels, will reduce unit costs and the wasteful costs of idle plant and equipment.

In order to further reduce unemployment levels, a tax cut concentrated for low- and middle-income taxpayers is needed to provide stimulus to the economy in 1979, and special targeted employment programs need to be continued—such as CETA, public works and special youth programs.

National Health Program

The AFL-CIO is disappointed by President Carter's retreat on principles that will guide development of his Administration's national health insurance legislation.

Based on the promise made by President Carter on April 16, 1976, during a speech to the Student National Medical Association, we believed that he would provide the leadership needed for early enactment of a national health program that would restrain medical costs, enhance the quality of health care and make adequate health care a basic right of every American. Obviously, our belief was misplaced.

The principles recently announced by the White House were late in formulation, restricted in scope, inadequate to meet the needs of the American people, and vague as to implementation. We are also distressed that the Administration failed to present a detailed program in time for national debate during the 1978 election campaign.

Since the election of President Carter, the labor movement has sought to cooperate with the Administration in developing a national health insurance program. In the spirit of compromise and cooperation, we were willing to accept various modifications in the National Health Security proposal we have advocated for several years. These modifications, however, would have preserved the principle of providing comprehensive and universal health care coverage for every American through a fixed timetable laid out in a single piece of legislation.

Instead, the Carter Administration has proposed a piecemeal approach, without a specific timetable, thus making the principle of universal and comprehensive coverage meaningless. For supporters of national health insurance, enactment of a single, phased-in program promises to be a difficult but achievable legislative fight, but enacting several different pieces of legislation spread out over several Congresses would be an impossible task.

Placing conditions, such as inflationary or budgetary concerns, on the enactment of every additional stage of a national health program is an incitement to continued inflation in medical costs. The same special interests which are trying to scuttle the hospital cost containment bill—doctors, insurance companies and hospitals—are opponents of a genuine national health insurance program. The potential for sabotaging future stages of a national health program, through continued medical cost inflation, gives these opponents additional financial incentives to continue and intensify their inflationary practices. No wonder the Health Insurance Association of America, the American Hospital Association, Blue Cross-Blue Shield and the Chamber of Commerce immediately hailed the Administration program.

The AFL-CIO welcomes Senator Kennedy's announcement that, in conjunction with the Committee for National Health Insurance, he will develop a comprehensive national health insurance bill and hold hearings on that legislation before the November election. As a member of the committee, we pledge our enthusiastic cooperation in the effort to bring this vital issue before the American people.

To the AFL-CIO, the principles for genuine national health insurance are:

- A comprehensive single standard of benefits.
- Universal coverage.
- Access to health care as a matter of right.
- Incentives for reform of the delivery system.
- Built-in quality controls.
- Effective cost controls.
- Minimum administrative overhead cost.
- Equitable and progressive financing.
- Strong consumer representation.

Ours will not be an "if-maybe-perhaps" bill and it will contain a specific timetable for implementation.

We will ask every candidate for the House and Senate to support both the principles and the legislation that will be developed. We hope that the President will reconsider his position and join the overwhelming majority of Americans whom every poll has shown support national health insurance.

No social issue has a higher priority than enactment of national health insurance. With the exception of the racist regime of South Africa, the United States is alone among industrialized nations without a national health program. The American people have been forced to endure inadequate, inappropriate and high-cost medical care as a result.

Our goal is to make decent health care a right of all Americans, and we will not be deterred in our efforts to achieve that goal.

Energy

The AFL-CIO urges the Congress to reject the natural gas compromise now under consideration by Senate and House conferees. If enacted, this measure would exert tremendous inflationary pressures and serious damage to the economy.

The compromise puts a heavy burden on residential users and low- and middle-income families.

An analysis by the Department of Energy projects that in 1985 new natural gas prices, in constant dollars, would be $2.60 per 1,000 cubic feet (MCF) under the compromise, compared with $1.74 under the current law and $2.19 under the House-approved bill—about a 50 percent increase above the current price.

This undeserved and unnecessary price increase would only result in a miniscule increase in production—17.7 trillion cubic feet under the compromise as compared with 17.5 trillion cubic feet under the House bill—at tremendous cost to consumers. The cost far outweighs any benefit.

The natural gas industry is a monopoly that neither needs nor merits the estimated $32 billion it would receive in additional income from consumers during the next seven years. Such a massive shift of money from low- and middle-income families to some of the wealthiest companies is not only unwise, it is bad economics.

We also urge the Congress not to enact a crude oil equalization tax or any other measure that would raise domestic oil prices to the world price level which is set by the OPEC countries.

Rather, the AFL-CIO calls upon the Congress to enact those energy measures that have been agreed to in conference and deal with: conservation, utility rate reform, and conversion of industry to fuels in greater supply.

While the AFL-CIO would have preferred stronger measures than are contained in these proposals, we believe that passage of these bills would be in the national interest and represent a first step in the development of a national energy policy.

Thereafter, the Congress should direct its attention to developing a wide ranging program to increase energy supplies and diminish the nation's reliance on energy imports. We support all legitimate efforts to increase the nation's energy supply, whether it be oil or natural gas or the alternatives such as nuclear, coal, solar, geothermal, biomass, wind or any other potential source.

1978 Federal Tax Bill

The prospects for effective closing of tax loopholes and substantial reform in this session of Congress are gone. Nevertheless, some progress toward the goal of tax justice can still be made through the enactment of a responsible cut in individual income taxes—one that will alleviate some of the tax burden on low- and middle-income workers without providing substantial benefits to the wealthy.

Such action is also needed to bolster the economy for 1979. Social Security payroll taxes will increase in January, draining $7.4 billion out of the economy, and three provisions of the current income tax law, including the $35 per individual general tax credit, will expire December 31 resulting in a tax increase of $9 billion next year.

The AFL-CIO had urged the Ways and Means Committee to recommend a fair and responsible income tax cut by increasing the present $35 per person general tax credit to $150.

Under our proposal, all taxpayers would benefit. The greatest portion of tax relief would go to low- and middle-income taxpayers, with a typical family of four receiving a tax cut of more than $400.

But on July 27, 1978, the Committee approved a grossly unfair measure substantially widening the capital gains loophole and reducing individual income taxes in a manner which provides over half of the relief to the highest income 12 percent of the nation's taxpayers.

Several amendments to the Committee bill have been introduced and will be voted upon when the bill is brought to the floor. The AFL-CIO urges adoption of the following amendments which would make the bill equitable:

1. Corman-Fisher Amendment
    - (a) Increasing the individual tax credit to $100;
    - (b) Concentrating rate reductions primarily to lower- and middle-income brackets;
    - (c) Narrowing the proposed capital gains loopholes, while preserving the proposal governing the sale of owner-occupied homes.
2. Gephardt Amendment
    - (a) Providing 5 percent income tax credit for Social Security tax payments. Thus if an individual paid $1,000 in Social Security taxes, he would receive a $50 tax credit.

The AFL-CIO also urges the rejection of the Archer amendment which provides for the indexing of capital gains to changes in the consumer price index.

State and Local Tax Problems

The nation's tax structures—federal, state and local—are being seriously challenged. Escalating costs, inadequate services and hollow promises of reform have generated anger, frustration and a search for scapegoats and quick-fix solutions.

The AFL-CIO is deeply concerned. The traditional advocates of bargain-basement government, supported by regressive taxes, are using legitimate taxpayer discontent as a smokescreen for measures to reduce the taxes of wealthy individuals and corporations, dismantle essential programs, and hamstring the ability of government to provide necessary services.

Nevertheless, the problem of low- and middle-income taxpayers, who now bear an unfair share of the tax burden, must not be ignored. Neither should their need for tax relief be interpreted as a call for meat-axe tax reductions, shoestring public budgets and unfair attacks on public employees.

The answer must be tax justice, carefully linked with governmental reforms that promote efficiency, eliminate waste and divide the responsibility for programs and the ability to pay for these programs among the various levels of government.

Slashing taxes in the manner of California's Proposition 13 will prove an illusion. The inevitable result for working families will be a loss of public services essential to their health and well being, while the corporations and the wealthy benefit unfairly, shifting the costs of government even more onto the shoulders of workers. Moreover, cutting the amount of money available to government does nothing to promote efficiency or government responsiveness. Public officials must be judged on their success in meeting citizen needs, not on their commitment to dismantle essential programs to meet arbitrary statutory or constitutional limitations.

Though each state has different needs, resources and laws which affect taxing, spending and governmental responsibilities, there are key elements of reform common to all parts of the nation.

- The fundamental need is to increase reliance upon progressive income taxes. Presently six states do not have an individual income tax and four states do not tax corporate profits. Income taxes account for only one-fifth of total state and local tax revenue, and few states take full advantage of the potential of the income tax for generating revenues in a fashion more equitable than other tax sources.

Most state income taxes are riddled with loopholes for high-income individuals, wealthy speculators and corporations. Many states have flat-rate personal income taxes or rate schedules which fall far short of reflecting principles of progressive taxation based on ability to pay.

- Sales taxes can be made more equitable through exempting necessities such as food and prescription drugs or through compensatory rebates and credits against the state income tax. Sales taxes are the most inequitable of all major tax sources and account for one-third of state tax receipts and one-fifth of combined state and local tax revenues. Only four states do not use general sales tax, and many states still tax necessities such as food and prescription drugs.

- While some states have been responding to the need for property tax reform, much remains to be done.

The property tax is the single most important local tax source, accounting for over 80 percent of local government tax revenue.

Since the costs of housing take a large part of a low- or middle-income budget, the property tax burden is heaviest on those least able to pay. If earnings drop because of unemployment, death of the wage earner, disability or retirement, there is generally no change in the amount of property tax that must be paid. And when assessments rise as a result of inflated selling prices, the burden can be oppressive.

Compounding the inequities of the property tax is the way in which it is administered—including inappropriate exemptions and abatements, as well as underassessment of commercial property and more expensive homes.

Despite the inequities of the property tax, arbitrary, across-the-board cutbacks are not the answer. Such cuts decimate the city revenue and bestow huge benefits on wealthy real estate owners without solving any of the basic inequities.

Relief from unfair property taxes can result from expanded use of "circuit breakers"—state-financed property tax relief based on the taxpayer's income. "Circuit breakers" have been enacted in 29 states, providing varying amounts of relief to lower-income homeowners, renters and senior citizens.

There is widespread need for uniform assessments and liberalized taxpayer appeal rights.

Other methods of promoting equity include:

1—State and federal assumption of a greater share of certain local expenditures—particularly education, welfare, health and hospitals.

2—Effective modernization of state and local governments, including elimination of obsolete or restrictive constitutional constraints and consolidation of inefficient local units of government. In all efforts to modernize state and local governments, the job rights, employment conditions and other benefits of affected workers must be protected.

3—A greater commitment by both the federal government and the states to the solution of local government financial and public investment problems.

The AFL-CIO will aid state and local central bodies in achieving equitable reforms in taxation and financing of government programs. Education programs of the AFL-CIO will emphasize tax reform proposals and new education materials will be developed for use by COPE and other departments.

Comprehensive Employment and Training Act

The Comprehensive Employment and Training Act, the nation's only major national employment and training program, has played an important role in reducing unemployment. It has provided jobs for the hardcore unemployed, work for skilled and semi-skilled workers in areas of high joblessness, training and upgrading. Hundreds of thousands of Americans have benefited from its provisions. Unless reauthorized this year, CETA will expire.

H.R. 12452, a four-year CETA extension bill, is scheduled for House floor action this week. As reported by the House Education and Labor Committee, this legislation deserves the full support of organized labor.

Many of the bill's provisions reform present procedures to prohibit the current abuses that have made headlines in the press. The Labor Department is given increased authority to police and enforce CETA through a new Office of Audits, Inspection and Compliance. In addition, it includes a number of changes that strengthen the antifraud provisions of the legislation.

Of specific importance to organized labor are provisions to fully protect labor standards, to prohibit the substitution of CETA employees for regular workers and to establish a grievance procedure to handle complaints at the prime sponsor level.

H.R. 12452 provides for both structural and countercyclical public service employment. All jobs must be either at entry level or on projects.

Structural PSE jobs (for the economically disadvantaged) must be transitional and combined with training. Eligibility is determined by family income of less than 70 percent of the BLS lower living standard and unemployment for more than five of the last 10 weeks. The bill permits a maximum of 200,000 such job slots.

Countercyclical PSE job slots are determined by national unemployment. The bill calls for funding to provide employment for 25 percent of the jobless in excess of four percent unemployment. (At six percent unemployment, there would be approximately 500,000 jobs.) Eligibility is determined by family income below 100 percent of the BLS lower living standard and unemployment for at least eight weeks.

All PSE jobs are protected by strong labor standards based on equal pay for equal work. Anti-substitution provisions include: no individual can be employed for more than 18 months in any three-year period; no employment can be at other than entry level jobs; and structural PSE jobs must be transitional and combined with training.

To permit PSE jobs to reach entry level wage rates, the bill sets a $10,000 federal annual wage ceiling and prohibits wage supplementation for structural jobs. Countercyclical jobs may be supplemented by prime sponsors, but such supplementation is severely limited in terms of maximum amount and number of jobs. In addition, the average wage rate paid by a prime sponsor must be no more than $7,800, adjusted annually by the CPI and a comparison of national and area wage rates.

CETA, of course, includes a lot more than simply public service employment. Labor-sponsored national manpower programs such as the Human Resources Development Institute and minority recruitment projects, as well as Job Corps, youth employment programs and the Young Adult Conservation Corps, are all covered by H.R. 12452.

Congress must not cripple CETA or destroy the concept of equal pay for equal work in the name of fighting inflation or unemployment. The present national rate of unemployment and the tragic joblessness of minorities and youth represent critical problems that cannot be swept aside by those who would slash federal spending for political expediency.

As Labor Secretary Marshall said in a recent speech to the Michigan State AFL-CIO: "Any ill-advised cuts in the CETA program run the risk of destroying the progress we have made in putting America back to work. Cutting CETA is tantamount to saying that 6.0 percent unemployment is full employment."

The AFL-CIO agrees. We vigorously oppose any amendments to H.R. 12452 that would: reduce public service employment jobs for those who are jobless due to structural and cyclical reasons; cut back wage rates below entry level pay; deny CETA workers the same benefits enjoyed by other workers; provide subminimum wage rates for youth; weaken present labor standards; or reduce funding for training, upgrading, and minority recruitment programs.

International Trade and the Balance of Payments

U.S. international trade problems grew much worse in the first half of 1978, and the devaluation of the U.S. dollar continued to add to inflation.

Imports rose by $11 billion, to $83 billion, while exports rose $6 billion, to $65 billion, resulting in a 6-month deficit of $18 billion. That was triple the trade deficit for the same period of 1977.

For manufactured imports there was a deficit of $5 billion, contrasted with a surplus of $3 billion in manufactured products for the same months of 1977.

Imports of oil declined by $2 billion in the first half of 1978. Thus the growth in imports results from elements other than oil.

The U.S. trade deficit with Japan worsened. Imports from Japan were up 40 percent to $12 billion in the first half of 1978 while exports rose 5 percent to $5.6 billion. This deficit of $6.3 billion was almost double the $3.2 billion deficit with Japan in the same period of 1977.

The combination of these conditions sharply affected the value of the dollar. The dollar has plunged well below 200 in relation to the Japanese yen in the past year—a 40 percent drop. The dollar has dropped more than 12 percent against the German mark.

The OPEC nations are now threatening to move away from the dollar. In addition, the European Community has agreed to move toward a European currency agreement.

The multilateral trade negotiations reached only a "framework of understanding" in July. The impasse in agricultural and tariff negotiations may continue until 1979. However, the negotiations are not likely to result in solving America's trade problems. Both tariff and non-tariff negotiations have generated little hope for help for U.S. jobs and production.

With the outlook for continued trade deficits, continued speculative attacks on the dollar and continued erosion of the U.S. industrial base, the President must act—as international agreements and U.S. laws allow—to restrain trade that is harming U.S. industry, employment, and the economy.

Affirmative Action After Bakke Case

It is obvious that the Bakke decision is the first word, not the last, on affirmative action, given the divisions within the Supreme Court, exposed by the case, the Court's emphasis on the specific question presented in that case, and the large differences between admission to schools of higher learning and other occasions for affirmative action.

Fortunately, however, despite these many uncertainties, that first word clearly indicates that a broad range of affirmative action will be found constitutional. The Court invalidated only "the reservation of a specified number of seats in (an entering) class for individuals from . . . preferred ethnic groups." Taking all of the opinions together, the Court apparently has left the scope of affirmative action to be determined primarily through the political process and not by constitutional adjudication.

That being so, this Executive Council believes that this is the appropriate occasion to reaffirm the AFL-CIO's long-standing commitment to affirmative action to open doors previously shut to women and minorities. It continues to be necessary to take affirmative steps to alleviate the historical burden of discrimination carried too long by women and minorities. We, therefore, favor aggressive, positive efforts to integrate, instead of mere passive agreement not to discriminate.

In this context, affirmative action must include recruiting, hiring, counselling, training, upgrading and promoting minorities and women. Those words state the essence of our outreach programs to prepare for employment and to place minorities and women in occupations where they are not sufficiently represented. These programs maintain standards, accept the validity of nondiscriminatory testing, bar quotas or unfair preferential treatment. Our programs work and work well. They do so without undermining society's commitment to fair treatment for all.

The Bakke decision strengthens our resolve to continue to move in the positive direction we have been moving. In order to reach our ultimate goal of an equal opportunity for employment for every American, there must be a full employment economy to provide the jobs necessary to make affirmative action truly effective.

Support for NAACP Membership Drive

For nearly 70 years the National Association for the Advancement of Colored People has been in the forefront of the struggle for the human and civil rights of all Americans. The NAACP has worked closely with the labor movement in an unrelenting pursuit of the social and economic justice so essential to the complete enjoyment of civil rights.

This organization, which has accomplished so much good for America, is now conducting a membership drive to renew its strength for the continuing fights that lie ahead. Many trade unionists are already members of the NAACP; many more should be members.

We call upon our affiliates and state and local central bodies to assist the NAACP in its membership drive.

A strong and enduring alliance between the labor and civil rights movements is vital to assure that civil rights laws and social programs, enacted after long struggles, are not undermined or reversed.

Particularly important to preserving progress in America is the joint effort of the NAACP and the AFL-CIO in voter registration. It is this effort which brings full meaning to the Voting Rights Act.

The list of past accomplishments of the labor-civil rights alliance is long and notable, but our most important work remains ahead of us. Achieving these goals will require the added strength that increased membership in the NAACP will bring to the battleground.

The Soviet Workers Movement

In recent months, dramatic evidence of worker discontent has emerged from the Soviet Union. A workers' movement, led by the former coalminer Vladimir Klebanov and attracting workers from various branches of the economy, has begun to take shape and to publicize their criticisms of the fraudulent official Soviet "trade union movement."

In interviews with Western correspondents, these courageous workers have told harrowing stories of reprisals when they sought to process grievances, report corruption, seek improved wages, or complain of safety violations on the job. The Soviet authorities have responded by putting Klebanov in a mental hospital and by jailing some of his colleagues.

The statements of these workers fully corroborate the stand the AFL-CIO has taken toward the Soviet "trade unions" since our founding convention: These are not, in any sense, workers' organizations. They do not respond to the needs, nor serve the interests of workers. They are instruments of the totalitarian Soviet state, whose purpose is to enforce labor discipline. Indeed, the role of Soviet "unions" is spelled out in the Soviet Constitution, which states:

> "The Communist Party of the Soviet Union is the leading and guiding force of Soviet society and the nucleus of its political system, of our State and public organizations."

Soviet Labor Union Statutes are even more explicit:

> "Labor unions carry out all their work under the control of the CPSU, the organizing and guiding force of the Soviet society."

Surely, any lingering doubts about the nature of the official Soviet "trade unions" should have been dispelled by the testimonies of Vladimir Klebanov and his colleagues. They are paying a severe price for their courage in sending their message and in appealing to the free trade unions of the West for support. The AFL-CIO will not turn its back on their appeals.

We urge the Congress to repeal the so-called McGovern amendment which, by permitting Soviet agents to come to this country in the guise of "trade union" representatives, confers trade union legitimacy on the persecutors of Vladimir Klebanov and the Soviet workers' movement. The Executive Council commends the Senate for voting to repeal the McGovern amendment and urges the House-Senate conference committee to do likewise.

In any case, the AFL-CIO strongly reiterates its opposition to any labor exchanges with the Soviet labor fronts. We call upon all of our affiliated unions to refuse to participate in such exchanges. Whatever action the Congress may take, we urge our affiliates—and, indeed, all trade unionists—not to invite, host, or receive any representatives of the official Soviet "trade unions." To break bread with them would be to betray the genuine workers' movement now struggling to be born.

We have always known that discontent among the Soviet people was not confined to intellectuals or to Soviet Jews, although the Western media have tended to focus attention on the most articulate voices for freedom. While we do not know the extent or the degree of development of the new workers' movement, we have no doubt that it represents the tip of an iceberg. Its very existence gives the lie to those apologists of the Soviet system who contend that, whatever violations of political and civil rights may occur in the Soviet Union, they are a necessary sacrifice to secure the economic and social rights of the Soviet working class.

The new workers' voices from behind the Iron Curtain remind us that societies that deny political and civil rights also deny economic and social rights. There are no trade-offs in the field of human rights.

The 1980 Moscow Olympics

The current drive by the Kremlin against the most vocal Soviet dissidents is an obvious attempt to deny free speech to its own citizens during the 1980 Olympics. In order to prevent any potential "embarrassment," the Soviet Union would demean the so-called "Olympic Spirit," the symbol of international understanding, by denying its citizens the most basic human rights.

By rejecting for its citizens the elemental provisions of the Helsinki Accords, the Soviet Union has cast doubt on the protections that must be accorded visiting athletes, journalists and tourists.

Neither the U.S. government nor the U.S. Olympic Committee can guarantee the safety, freedom and basic rights of U.S. athletes attending the games. Neither can protect U.S. journalists covering the games from continued harassment.

Therefore, we call upon the U.S. Olympic Committee to take the lead among nations in moving the 1980 Moscow Games to a country which respects human rights and the true Olympic spirit.

Support for BRAC Strike at Norfolk & Western Railway

Since July 10, about 5,000 members of the Brotherhood of Railway & Airline Clerks have been on strike against the Norfolk & Western Railway and have effectively curtailed the operations of that railway system.

The strike was only called after every effort had been made to negotiate with the railway's management over problems arising from job classification practices and from changes dictated by new technology in the railway's operations. BRAC made every effort to work out reasonable solutions to these problems, but was met by the most stubborn and recalcitrant refusal of N & W to deal with the issues involved. When efforts of the National Mediation Board, under the procedures of the Railway Labor Act, could produce no settlement, the union was legally free to strike.

After the strike was called, the Norfolk & Western management went into court to seek a temporary restraining order. Both Judge Roszkowski and Judge Kirkland of the U.S. Federal District Court in Chicago found no grounds for interfering with what they described as a legal strike. In addition, the company was refused a preliminary injunction against the strike, and a company appeal against that decision is now under consideration by the U.S. Court of Appeals.

It is clear that this strike was caused solely by the refusal of Norfolk & Western Railway to engage in negotiations with the union. The union and its members have shown great patience in the face of the company's arrogant position.

The AFL-CIO Executive Council affirms its complete support for the strike of the Brotherhood of Railway & Airline Clerks against the Norfolk & Western Railway. We urge our affiliates to give full support to the BRAC strikers until they are able to gain a fair and equitable settlement with the N & W management.

Support for OCAW Strikers at American Cyanamid Co.

For more than three years, members of Oil, Chemical and Atomic Workers International Union Local 4-447 employed at the American Cyanamid Co. facility in Fortier, La., have been on strike.

The company refused the workers' unconditional offer to return to work in January 1976 and replaced the union members with strikebreakers. The National Labor Relations Board has found the company guilty of an unfair labor practice in its refusal to bargain with the union and to reinstate the workers. The case is now pending in the courts.

Despite the fact that the workers have suffered for more than three years, American Cyanamid continues its defiance of NLRB orders and maintains its heartless policy of refusing to restore the workers to their jobs.

The plight of these workers must not be ignored. We call upon the Union Label & Service Trades Department and the labor press to broadly publicize American Cyanamid's cruel and crude efforts to break both the workers and their union.

C. L. Dennis

WHEREAS our friend and colleague Charles Leslie Dennis, retired president of the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes and a former member of this Executive Council, has died after a lifetime of service to the labor movement, and

WHEREAS C. L. Dennis was a strong defender of the labor movement and an outstanding leader at every level of union responsibility throughout his adult life, working tirelessly and effectively to promote unity and brotherhood in the house of labor, and

WHEREAS C. L. Dennis, as labor representative on the U.S. Railroad Commission, made outstanding contributions toward strengthening the pension system and safeguarding the benefits of all workers covered by the Railroad Retirement Act, and

WHEREAS for nine years C. L. Dennis contributed unfailing wisdom and energy to the work of this Council and enriched the lives of its members with his counsel and companionship, now, therefore, be it

RESOLVED that this Executive Council of the AFL-CIO mourns the death of our friend and brother and extends to his family and his union our deepest sympathy and condolences, and be it further

RESOLVED that this resolution be spread upon the permanent records of the AFL-CIO and that a properly engrossed copy be presented to the family of our departed and beloved colleague, Charles Leslie Dennis.

Brotherhood of Sleeping Car Porters

WHEREAS the Brotherhood of Sleeping Car Porters has been a distinguished and respected element of the American labor movement since its founding in 1925 and a valued affiliate of this Federation since 1929; and

WHEREAS the Brotherhood, its leaders and members have pioneered, inspired and led America's historic national struggle to overcome racial discrimination and to secure equal rights and equal employment opportunity for all; and

WHEREAS the Brotherhood, through its great leader, A. Philip Randolph, has upheld and demonstrated the truth that the goals of labor and the goals of the civil rights movement are identical and indivisible; and

WHEREAS the labor-civil rights alliance has been strengthened and made fruitful through the efforts of the Brotherhood itself, and the institute which honors the name of the Brotherhood's long-time president, the A. Philip Randolph Institute; and

WHEREAS this Executive Council has been honored and enriched by the wise counsel and cherished comradship of A. Philip Randolph and his successor, C.L. Dellums; and

WHEREAS the Brotherhood of Sleeping Car Porters has surrendered its charter as an international union of the AFL-CIO in order to merge with another distinguished affiliate, the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes, now, therefore, be it

RESOLVED that the Executive Council of the AFL-CIO acknowledges and extends thanks for the dedicated service and invaluable contributions the Brotherhood of Sleeping Car Porters has made to the cause of trade union solidarity and human brotherhood; and be it further

RESOLVED that this resolution be spread upon the permanent records of the AFL-CIO and that a suitably engrossed copy be presented to the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes, through which we are confident the former officers and members of the Brotherhood of Sleeping Car Porters will continue to express the courageous and constructive principles that made their organization great.

AMERICAN FEDERATION OF LABOR AND
CONGRESS OF INDUSTRIAL ORGANIZATIONS
815 Sixteenth St., N.W., Washington, D.C. 20006

GEORGE MEANY
President

LANE KIRKLAND
Secretary-Treasurer

ALLIED PRINTING TRADES UNION LABEL COUNCIL WASHINGTON 3

ASA PHILIP RANDOLPH SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
History

Undated

(2)

APR
History

PRESS RELEASE

THE STORY OF THE BROTHERHOOD OF SLEEPING CAR PORTERS

By A. Philip Randolph
International President

No subject stirs the imagination and interest of the public today more than the subject of labor. There is much reason for this. One, something over ten millions of workers are unemployed, and they are ceaselessly challenging the reason for the condition of things. Two, the workers primarily are the reason and source for the existence of goods and commodities that satisfy human wants.

Among this great army of workers that voice their interests and hopes to the public, the railroad section constitute an important and significant part of the whole.

Not less well known than any other group of workers in America, are the Pullman porters. In fact, they are, perhaps, one of the most popular group of workers in the nation.

One of the reasons for this is that they transport the people whose business it is to make and circulate news, as well as the most important persons of the world.

But not content with the mere status of occupational popularity, the Pullman porters, themselves, began stirring in the latter part of 1925. It was the month of August. In the most dramatic fashion yet witnessed by the people of our country, these workers, hitherto regarded as the flotsam and jetsam of the industrial working class, challenged one of the most powerful industrial corporations in America, the Pullman Company, and set out in well-approved, deliberate and businesslike manner, to build a bona-fide trade union organization. This organization took the name of the Brotherhood of Sleeping Car Porters.

But the mere desire to build a trade union was not enough. Nor was the task an easy one. In the first place, the Pullman Company had never seriously faced such a situation before. Nor had the Pullman porters ever seriously weighed the problem of building a trade union which could exact demands and protect the interests of the workers. Therefore, the Pullman Company was distinctly alarmed when it became actually convinced that the porters and maids were really going to organize a union for, of and by the porters and maids. It is probably true to say that the porters, themselves, enmasse, were quite amazed to find that there was an organization which would go forward in the business of organizing the porters, undeterred, unintimidated and uninfluenced by the powerful interest that confronted them.

PAST EFFORTS TO ORGANIZE

Wise and cautious old Pullman porters, some of whom had seen almost a half century in the service, counselled "go slow", and "let well enough alone". With frantic exclamations, they cried that the Pullman Company was the greatest power on earth, and was only second, if not ahead of, God Almighty, Himself, and, hence, that it was perfectly ridiculous for any group of Pullman porters to get it into their heads that they could form a union against the desire of the Company.

They pointed to past efforts of Pullman porters to organize, and quizzically declared, "See! Porters just can't organize. They wont organize. The Company wont let them organize." In other words, they couldn't if they would, and wouldn't if they could.

HONESTY OF MOVEMENT

Moreover, these Pullman so called oracles, stated that the leaders of any Pullman porters organization would "run away with the money" anyway, even if the porters ever got together, which would result in the down-fall of the organization. On street corner, in barber shops, pool rooms, deadhead cars and all through the sign-out rooms, the old Pullman porter or conjure doctors, out of solid conviction, and swarms of "Pullman stool-pigeons", "spies", "under-cover men", "finks", "agents provocateurs", "spotters and inspectors", as well as some Pullman officials, especially superintendents, sang out in one chorus, "The Pullman porters, in paying joining fees and dues into the Brotherhood, were throwing the money away, and that they would never see either the money or the leaders to whom it was given, again." Probably the most powerful attack that was made upon the Brotherhood of Sleeping Car Porters during the early, dismal, dark days was that "Negro leadership couldn't refuse money." This poisonous propaganda against the Brotherhood was spread from one end of the country to the other in pulpit and press and every other known agency available to the Company.

In confirmation of their claim that the porters leadership could be "bought and paid for", they sighted the long and slimy history of Negro politicians, and other Negro groups, when powerful white financial forces sought to make them detour from their course foo the liberation of the race.

COMPANY UNION

But time has shown that the detractors and opponents of the Pullman porters' Brotherhood were sadly wrong. They were wrong when they asserted that the Pullman porters would not organize. They were wrong when they stated that Negroes as such will not stick together. They were wrong when they observed that Negroes could not be fair, square and honest with each other. They were wrong when they spread the propaganda that the porters' leadership would run away with the money.

Here we are today, celebrating in annual convention, one of the most powerful organizations among the Negro people, spreading its wings from coast to caost, giving protection and care to porters wherever they may be found.

Of course, establishing the Brotherhood of Sleeping Car Porters as an international union, and winning a wage contract from the Pullman Company, was a job which could not be done overnight. It took time. It took much time. It took twelve years of hard and relentless struggle.

The first obstacle the Brotherhood had to remove was The Plan of Employee Representation of Company Union. It had been entrenched since 1920, and was well nigh invulnerable, because it was surrounded and supported by an elaborate series of welfare schemes. This welfareism of the Pullman Company appeared not only plausible to the Pullman porters and their families, but desirable and an evidence of the high generosity and big-hearted spirit of the Company to the porters. They did not realize that the purpose behind all industrial welfareism, which is initiated and carried on by employers, is to blind the workers to their real and fundamental interest and keep them from building bona-fide trade unions which can rescue them from the bog and swamps of industrial charity and ruthless exploitation.

But, to break down the Company Union involved developing a new spirit among the porters, and giving them some backbone. For in election after election of the Company Union, which was held yearly, porters who refused to vote, which was a way of expressing their opposition to the Company Union, were "red-checked" and"framed". Sooner or later, for some slight dereliction of duty, such as nodding after a long and exacting run, failing to have a proper crease in the pants, or being charged with an "alleged" loss, the porter was called up before the big boss and duly penalized or discharged. This was the method of putting the "fear of God" into the hearts of the other porters, who may, as it were, lose their mind, and refuse to vote for the Company Union and stand up for the Brotherhood.

HUNDREDS OF PORTERS LOSE JOBS

However, it is the law of progress that for every gain, social, economic, political, moral, cultural and intellectual, a price must be paid. Verily, has it been said in Holy Writ, that "there is no remission of sins except through blood." Life comes through death. The acorn must die, if the oak is to live. Therefore, some Pullman porters were cut down in the struggle to build an organization for the salvation of the great mass of thousands of porters throughout the nation. In every war, some soldiers must die. Were it not so, mankind would not have been able to build the existing structures and conditions of democracy. Were it not so, the children of the mid-day sun would not be moving up the path to freedom and equality. Were it not so, the achievements of the men and women of genius, talent and ability would not be the joys of the present generation. Yes, were it not so, the black slaves of the south would have never seen the light of freedom.

Hence, the several hundreds of Pullman porters who laid their industrial life down upon the altar of organization, trade union organization, shall not have made their sacrifice in vain. Moreover, the brave souls who, hunted and harrassed by Pullman spotters, inspectors and spies, refused to bow to Company Unionism, but stood their ground and still remained on the job, have built a lasting monument as a tribute to the courage and determination of Negro workers.

BROTHERHOOD SEEKS RECOGNITION

Despite the wide influence and power of the Plan of Employee Representation or Company Union, the Brotherhood, with its forces ragged and depleted, and at many times sorely disheartened over disappointment after disappointment, rallied and attacked and hammered the Company Union with grim determination and assurance.

Following hard upon the organization of the Brotherhood in the hot days of August, in New York, messengers of the movement sped to the four corners of the country, carrying the message of hope and good-will to the fellow porters. Thousands of porters flocked to the banners of the organization, only to become discouraged and frightened by the penalization or discharge of some fellow porter working right by his side, because he stood up for the union.

With saddened but stout hearts, Milton P. Webster, 1st International Vice-President, and the writer were told by the Honorable Edwin P. Morrow, former Governor of Kentucky, then the Mediator of the old Board of Mediation, told them that the old Railway Labor Act of 1925 had no teeth in it and could not make the Pullman Company meet with the leaders of the Nrotherhood.

Following the set back before the old Mediation Board, in 1928, the Brotherhood, in the early part of 1929, sought to ally itself with the American Labor Movement, and received Federal Charters from the American Federation of Labor. Before they had reached this point, however, they had tasted the bitter fruit of disappointment again, when the Inter-state Commerce Commission ruled against their case, informing them that it was beyond the jurisdiction of the Commission and only came within the scope of the old Railway Labor Act, whose value and utility to the Brotherhood were just shown to be futile.

FEDERAL CHARTERS

Granting of Federal Charters to the Brotherhood by the American Federation of Labor, served to infuse new life into the body of the organization. All over the country, central labor bodies of the American Federation of Labor gave encouragement and support to the porters' movement. In the Cincinnati convention of the A. F. of L., as a result of a motion by Brother John L. Lewis, President of the United Mine Workers of America and now Chairman of CIO, some seven hundred dollars or more were contributed to the Brotherhood by various A. F. of L. affiliates. Besides, affiliation with the American Federation of Labor enabled the Brotherhood to secure the cooperation of Brother William Green, the President, who in large public mass meetings in New York and Chicago, in vogorous and forceful terms, proclaimed the right of the porters to self-organization. These public statements of President William Green helped to mobilize public opinion behind the cause of the porters, and the organizatio n which had been battered and well nigh beaten to the ground by the ruthless forces of the Pullman Company, kept on rallying with a call to the porters to unite and save the day.

COURT ACTION

But the possession of Federal Charters, though a great aid to the Brotherhood, was not sufficient to galvanize the porters with the flaming and crusading zeal necessary to carry them forward to victory. During all the years of this great struggle, up to the period of securing of Federal Charters from the American Federation of Labor, and for many years afterwards, the Plan of Employee Representation or Company Union, stood athwart the path of progress of the Brotherhood. This Company Union was designed to make then thousand Pullman porters suspect and fear each other. This characteristic is not peculiar to the Pullman Company Union, however. It is true of all company unions. The purpose of the Company Union, is to prevent the establishment of a workers' union. But while the Company Union remained intact, the constant education and agitation of the Brotherhood was definitely undermining it. The fight of of the Brotherhood was giving the porters more courage and heart.

Noting the victory of the Brotherhood of Railway Clerks in abolishing a Company Union on the Texas and New Orleans Railroad, through court action, the Brotherhood hailed the Pullman Company into court under an action which purported to dis - solve the Company Union or the Plan of Employee Representation. Adroit and resourceful as the Pullman Company is, it secured a decision against the Brotherhood, but the Brotherhood denounced this decision as being another instance of judicial favoritism to powerful industrial interests.

AMENDMENT OF RAILWAY LABOR ACT

Defeated in this expensive court action to get relief from the Pullman Company Union, the Brotherhood felt it saw a ray of light in the New Deal legislation u nder President Roosevelt's administration, which resulted in the amendment of the Railway Labor Act. of 1925. Before the amendment of this law was enacted, however, a one piece of railway legislation was put on the statute books, known as the emergency act of 1934. This Act was occasioned largely by the financial impasse the railroad s of the nation had reached. A Federal Coordinator had been appointed by President Roosein the person of Mr. Eastman, who was advising the Roosevelt administration in the interest of the rehabilitation of the railroads. Various principles and provisions of the Emergency Transportation Act of 1934 gave railway workers new rights and privileges of collective bargaining and for the determination of representation. There was a definite life period for this Act, after which it became a dead letter.

PULLMAN PORTERS NOT IN LAW

But cognizant of the value of various provisions in the Emergency Transportation Act of 1934 that supported collective bargaining and that tended to outlaw company unions, representatives of the Brotherhood of Sleeping Car Porters, highly gladdened by the existence of this law, rushed to Washington to secure its application in the case of the Pullman porters. However, they were amazed and surprised when they were informed by Coordinator Eastman that the Emergency Transportation Act of 1934 did not affect Pullman porters or the Pullman Company. Enraged at this condition, Brotherhood representatives demanded the reason, only to be met with a nonchalant shrug of the shoulder. Though unable to attack the Pullman Company Union through this Emergency Act, Brotherhood representatives discovered in the Act a basis for the investigation of company unions, and utilized it fully.

Realizing that the span of life of the Emergency Transportation Act was nearing its end, railroad workers' unions, including the Brotherhood, sought to have the principles and provisions of the Act favorable to collective bargaining incorporated in an amendment of the Railway Labor Act of 1925. But when the Bill for the amendment was completely drafted and was before the Committees of Interstate and Foreign Commerce of the Senate and House, and examination of the Bill revealed that every class of workers on the railroads was named and spelled out in the Bill, except sleeping car porters and dining car employees, which represented large groups of Negro workers. When the Senate and House Committees, together with the Coordinator of Railroads, were interrogated as to the reason for this, nobody was willing to assume responsibility for excluding sleeping car porters and dining car employees, and stated that they would be represented along with all other railroad workers. But it was clear to the representatives of the Brotherhood that sleeping car porters would never be able to build an independent and bona-fide labor organization unless, they were named in the law in black and white just as the engineers and train conductors and firemen were named in the law. Therefore, the Brotherhood proceeded to demand an amendment of the amendment of the Railway Labor Act of 1925, in the interest of including sleeping car porters and dining car employees in the law.

This entailed lobbying for an amendment to an amendment for groups of Negro workers. While there are about 150,000 Negro workers in the railway industry, no one watched the framing and enactment of the Railway Labor Act, except the Brotherhood. With a one-man lobby, Senators and Congressmen were botton-holed, requested, urged and warned not to permit the Railway Labor Act to go through in the amended form without the inclusion of another amendment which would embrace sleeping car porters and dining car employees.

Senators and Congressmen sometimes gave a willing and eager ear to the demands and complaint of the Negro workers' lobbyist. Or rather, the lobbyist of the sleeping car porters who had received some financial aid from the dining car workers' union under Brother Solon C. Bell of Omaha. When hearings on the amendment to the Railway Labor Act were held by the Senate and House Committee, the white railroad workers of the nation were represented by 150 men, and the Negro workers by ONE. Arguments before the House and Senate Committees on Inter-state and Foreign Commerce, in behalf of the amendment of the Amendment of the Railway Labor Act of 1925, so that sleeping car porters and dining car employees may be included in the law, prevailed, and when the law was passed, it embraced, along with all the other classes of railway workers, such as engineers, firemen, train conductors, maintenance-of-way men, telegraphers, the sleeping car porters and dining car employees that were formerly outlawed. Because of this victory, sleeping car porters and dining car employees may, as independent unions, present their claims and grievances to the National Railroad Board of Adjustment, and have their problems of representation determined by the National Mediation Board.

BROTHERHOOD MEETS COMPANY

When the status, as railroad workers, of sleeping car porters was definitely established, by virtue of their inclusion in the basic law regulating carriers and their employees, the Brotherhood promptly began a nationwide campaign of organization. Thousands of porters came back into the fold of the Brotherhood, since the law gave them protection from victimization by the carrier. From coast to coast, the integrity and aggressive spirit of the Brotherhood were applauded by public and porters for its work in changing the law to include sleeping car porters and dining car employees. Hard upon the projection of this organization campaign, a nationwide election for the determination of representation among Pullman porters as to which organization they wanted to lead them, was conducted by the National Mediation Board. The Brotherhood of Sleeping Car Porters and the Pullman Porters and Maids' Protective Association were the competing organizations. Ballot boxes were set up by the Federal Government under the supervision of the Mediation Board, from Maine to California, and from Florida to Minnesota. The results of the election were six thousand for the Brotherhood and fourteen hundred for the Protective Association. This was the decisive voice of the porters and maids. For twelve years, it had been said that the porters were satisfied with the Company Plan of Employee

Representation or Company Union and that they did not want the Brotherhood to represent them. Of course, this was not true, but "Company men" spread this idea, and a large section of the public believed it.

When the election was completed, and a letter was directed to the Pullman Company for a conference to discuss the negotiation of an agreement concerning rates of pay and rules governing working conditions, the Company forthwith replied, and a conference was arranged in which representatives of the Brotherhood of Sleeping Car Porters sat across the table from representatives of the Pullman Company. It had been sworn upon a Bible that this would never happen, and it is said that old time Uncle Tom Pullman porters, who still fiddle around with the Protective Association, because they are scared, or are looking for Pullman favors out of habit, were sneaking around the corner, watching to see if the leaders of the Brotherhood ac actually went into the Pullman Building at 79 Adams Street, Chicago, Illinois, and went up in the elevator and met with the Pullman Management. The Old Crowd just could not believe that this could happen.

OLD PULLMAN CHARACTERS

The so called wise old men of the Pullman service and the frisky young Uncle Toms, had hurled their curses upon the head of the Brotherhood and all its works, and were at the same old job, doing business by way of currying favor with the Pullman Company, for some imaginary reason. The public had always been used to the Old Guard Negro Pullman leaders, who manned the Plan of Employee Representation and were the officials of the Pullman Porters' Benefit Association of America, and institution to take care of the sick and funeralize the dead. Of course, in the early days of the Brotherhood, this institution, which was known as the P.P.B.A. was one of the spear-heads in attacking the Brotherhood, although the Brotherhood today does not advise Pullman porters and attendants either to remain in or come out of this institution. When the fight was furious to organize the porters into a bona-fide union, prominent Negro leaders were invited to the functions of the P. P. B. of A., and the Old Time Company Men were paraded before the public as the chief benefactors of the porters, or at least their "diplomatic leaders".

WAGE AGREEMENT SIGNED

But when the International Agreement Committee of the Brotherhood of Sleeping Car Porters, in conference with the Committee of the Management of the Pullman Company and under the supervision of the National Mediation Board, negotiated and signed a wage agreement, regulating the rates of pay and working conditions of the porters and attendants, the Uncle Toms made for cover, and attempted to confuse the public by pretending that there were some porters besides a handful of Company men, in the Protective Association.

PORTERS GET TWO MILLION

As a result of the wage agreement signed by the Pullman Company and the Brotherhood of Sleeping Car Porters, August 25, 1937, in the Pullman Building in Chicago, under witness of Mediator Robert Cole of the National Mediation Board, approximately two million dollars in wages and working conditions came into the families of Pullman porters. Each porter today, on a regular run, receives $144 more a year, as a result of the agreement, than he did before the agreement was signed. Extra porters who do not possess regular runs, sometimes receive checks of $90 and $100 for fifteen days of labor, whereas, before the wage agreement was signed, no porter, regular or extra, received wages in excess of $88.50 a month. Of course, buffet car porters of fifteen years service, under the new agreement, receive $114 a month, and if they run in-charge they receive an additional $13.50 a month, making their total $127.50. Before the agreement was signed, no buffet porter or tourist porter, who ran in-charge, received the extra in-charge pay of $13.50 a month.

LOOKING FORWARD

But while the wage agreement, signed by the Brotherhood and the Pullman Company, has brought definite and far reaching advantages to the Pullman porters, maids and attendants, it is not the purpose of the organization to rest upon its oars. There are many problems of Pullman porters yet to be solved. They still do not receive a living wage. Two hundred hours of work a month are decidedly too long in this age of the technological revolution, where labor saving devices displace men. No trade union, through one agreement, can rectify all of the ills its members are heir to. A contract is the result of the meeting of minds. It is a give and take instrument. In the nature of things, no party to a contract can get all he wants. The Brotherhood of Locomotive Engineers has been making agreements for 50 years, and they are still formulating plans to revise the last agreement in conference with the railway carriers. No agreement can be perfect, but an agreement is a basis upon which the rights of workers may be fought for, and the conditions of workers improved. A group of workers without a wage agreement is like a man without a house, or a piece of land. He may wish to change or improve the house or land, but if he does not own the house or land, he is powerless to do so. Now he may not be able to make all the improvements upon the house or land at one time, but if he owns them, he may continue to improve them. Such is the case with a group of workers and a wage agreement. Without a wage agreement, the representatives of a group of workers can not even meet the employer to discuss wages and conditions of work. Hence, recognition of a trade union by an employer is more important than a wage increase. Because when once recognition is secured of the trade union as the agency for negotiating agreements, in the interest of the workers, then the workers through the trade union, may procedd to fight for higher rates of pay and better working conditions. This is the reason why Tom Girdler and "Little Steel" ruthlessly fought against signing a contract with C. I. O. Tom Girdler and "Little Steel" know that when once a contract was signed with C. I. O, and end would come to autocracy of the steel companies over their employees.

BROTHERHOOD CONTROLS WAGE BILL OF $20,000,000

Today, the Brotherhood of Sleeping Car Porters stands out as the one international trade union under the control of Negroes in America, and as an agency which controls a contract, which in two years will represent a wage bill of twenty millions of dollars. This is probably the biggest financial contract which is controlled by Negroes in America.

It is come through great struggle, sweat and tears. There are porters scattered throughout the country, though few in number, who never fail to respond i n paying dues and assessments to the Brotherhood. It is true that during those long years, because of fear among the great mass of porters, the organization was financially weak, and for most of the time was unable to pay any compensation in salaries to its leaders. But the strength of the Brotherhood was never centered in finance or material power. It was always focused in spiritual forces. The integrity of the movement was invincible. The idealism of the cause was unconquerable. The determination of a few men to carry on in the darkest days, when the Brotherhood's enemies were powerful and strong and numerous, and the material resources of the movement low, has made the Brotherhood a Rock of Gibraltar.

No other single movement among the Negro people has brought such large and definite material resources, as well as spiritual hope to them, as the Brotherhood. Now daily, the Brotherhood, through its various zone representatives, Milton P. Webster, 1st International Vice-President, Ashley L. Totten, International Secretary-Treasurer, Bennie Smith, 2nd International Vice-President, E. J. Bradley, 3rd International Vice-President and C. L. Dellums, 4th International Vice-President, together with the Grievance Committees along the far flung line of Brotherhood local Divisions, are adjusting claims and grievances with the Pullman Company.

JOB SECURITY

But probably more important than any other achievement of the organization is job security for the Pullman porters, maids and attendants. Without a hearing, no Pullman porter, maid or attendant can be discharged. It is admitted in every district in the country that the general treatment of Pullman porters is on a basis of men. Even without a wage increase, this is a distinct advancement. When men are treated as children, they can never advance even under a benevolent dictator. Thus, no longer are Pullman porters afraid to enter the Pullman offices or to report when summoned, because he is aware of the fact that the wage agreement, executed by the Brotherhood, gives him protection on the job. Before the signing of the agreement, porters jobs were so insecure that whenever porters were asked whether they were going out, they always replied they were "due out". Not only did the Pullman porter have fear in his heart under the old regime of the Company Union, but he transmitted that fear to his wife and children, so that whenever a porter was called down, it frightened him and his wife, both. Gone are all of those days of fear and intimidation.

COOPERATION

But the winning of the wage agreement by the Brotherhood from the Pullman Company, does not imply that the Brotherhood or the porters will run the Company. The Pullman Management will continue to run its business. Porters, whether members of the Brotherhood or not, will be required to observe discipline and perform an efficient job. This is in the nature of things as conditions command. A trade union can not make a bad porter good or a lazy porter smart, or a shiftless porter efficient. The purpose of the union is to give protection to the porters who perform their work well and competently, who are honest, sober and courteous, since these attributes are for the well-being of the porter, the public and the Pullman Company. The Brotherhood is opposed to the drinking of whiskey on the job or going to the job, because it endangers the life of the public, the porter himself and his fellow workers, as well as injures the status of the industry. The Brotherhood is opposed to dishonesty and discourtesy. These types of workers injure the Brotherhood and the trade union movement. Thus, the organization has reached the position of cooperation with the Pullman Company, so that it may serve to help raise the standard of service, as well as prevent any porter who is a member of the organization from being victimized.

Extra! BULLETIN Extra!

VOL. I *"Ye shall know the truth and the truth shall make you free"* No. 19

Pullman Dilemma

Dear Brethren:

When the Brotherhood filed its petition to investigate the rates, finances, wages and tipping system of the Pullman Company with the Interstate Commerce Commission, the Pullman Company answered that the Commission had no jurisdiction, since another arm of the Government, the United States Mediation Board, was set up to handle such matters. Think of it! The Company seeing that it is now facing a general expose by an investigation by the Commission, seeks to hide behind the United States Mediation Board, the very Board which it arrogantly defied and flatly refused to abide by when it recommended the arbitration of the dispute between the Brotherhood and the Pullman Company. Since the United States Mediation Board has jurisdiction over wage questions, why doesn't the Pullman Company obey its recommendations? The reason is that the United States Mediation Board cannot compel the Pullman Company to arbitrate, but the Interstate Commerce Commission has mandatory powers over the rates of the Pullman Company and all other carriers. The Company knows that it is compelled to abide by the decisions of the Commission, and hence it seeks an excuse to avoid an investigation.

But the porters nor the public will be deceived by the evasive tricks of the Company. The Company cannot fool all of the people all of the time.

The other dilemma of the Company is that the Brotherhood's fight is driving it to raise the wages of the porters, and the Company is desperate because it cannot prevent the Brotherhood from getting the credit for the increase, and should the Company try to refuse to raise the wages, it will meet with the rising wrath of an enraged and informed public. So the Pullman Company is between the Devil and the Deep Sea.

Thus, in desperation, it has instituted a brutal, bullying, brow-beating campaign of intimidation with a view to compelling the men to vote for the bankrupt Company Union and sign bogus petitions and statements against the porters' interests.

But this won't save the Plan. It is dead and the Brotherhood is burying it.

The Company is now giving **banquets** through its **discredited, hand-picked, Uncle Tom porters** with the **old slave master's belief** that if you **feed a Negro,** then you can rob him and get him to sign away his life. But even **banquet feeds can't defeat the Brotherhood.** Even the Company will soon learn this.

Let every Brotherhood man resolve to hold the standard high in the breeze and never let it touch the ground. And, Brethren, again let me say to you, remember that a **quitter never wins and a winner never quits.** The Company is nearing the end of its ropes, while the Brotherhood marches proudly toward victory.

Let each and every man function 100 per cent by paying his dues and subscription and attending the meetings. Keep your ears open, for great things are likely to break any day. Be assured that your cause is just and win you must, if you fight and keep the faith. Pullman money cannot defeat you, because your Organization IS NOT FOR SALE!

FORWARD TO VICTORY!

Your faithful servant,

A. PHILIP RANDOLPH,
General Organizer.

[illegible]

THE BROTHERHOOD OF SLEEPING CAR PORTERS

2311 Seventh Avenue **New York City**

Payroll.

		Ten	Fin	One	5¢	10¢	1¢
A. Denniston	20.00	1	1	5			
Geo S. Schuyler	25.00	2	1				
S. E. Grain	34.61	3		4	1	1	1
O. A. Ford 5. out	20.00	1	1	5			
T. Dowen	25.00	2	1				
L. Marx	22.50	2		2	1		
J. Manig	20.00	1	1	5			
H. Farris	18.00	1	1	3			
Janitor	5.00		1				
H Dai	27.50	2	1	2	1		
	217.61	15	8	26	3	1	1

217.61
25
192.61

15 × 10 = 150

8 × 5 = 40

26 × 1 = 26

3 × 50 = 1.50

1 × 10 = 10

1 × 01 = 01

Check for overtime

A Denn 3.33

4

217.61 X

S. M. Taylor	25.00
P. A. Anthony	50.00
J. W. Darby	50.00
	125.00

Holiday 5.00

X

BULLETIN

SHINING SHOES AND THE BROTHERHOOD

Vol. I "Ye shall know the truth and the truth shall make you free" No. 9A

It has come to my attention that the Pullman Company is asking porters this question: **Are you in favor of continuing to shine shoes as you are now doing?** Your answer should be, **Yes, I am in favor of continuing to shine shoes as now.** Should you say No, the Company may spread the propaganda that the Brotherhood is trying to lower the standard of service by advising porters not to shine the passengers' shoes. You should leave the matter of changing working conditions to the Brotherhood to handle through the U. S. Mediation Board with the Pullman Company.

Besides, shining shoes is a part of the service on the cars. The Company inaugurated it and you should let the Company abolish it on its own accord if it so desires.

Remember, you work for the Pullman Company and you serve the public. It is the Brotherhood's policy and demand that all Brotherhood men do efficient work and give high grade service. Brotherhood men must and should take pride in the work and **service** they render. Remember, Brethren, that the Brotherhood is a service organization as well as a **fighting** organization for more wages and better working conditions. If you never lose sight of this fact, pay your dues, round up the slackers, spread the gospel of the Brotherhood, fight and faint not, the Company cannot defeat you.

Your object is not to do less work but to get more pay for the work you do as well as to get better working conditions.

Don't be disturbed about the little wait on the next step of the United States Mediation Board. Your case is not the only one before the Board. You must wait your turn. It is sure to come. Your case is listed C-107, according to a resolution adopted by the Board. **The main cause of the delay with the Brotherhood's case is the fact that only three (3) of the mediators appointed are now active; one died, and one resigned on account of illness.**

Don't permit false Pullman Heebies Jeebies propaganda about the Brotherhood's calling a **strike** to disturb you. Rely only upon information about the Brotherhood **you get from Brotherhood officials.**

Don't be disturbed about propaganda that the Pullman Company will not recognize the Brotherhood. All railroad companies have said this same thing about all railroad unions at the beginning, but the railroad companies changed their minds. Organization did the trick. So will the Pullman Company change its mind. The Pullman officials know this. The Pullman officials are certainly not going to tell you to organize although they know they can't prevent you from organizing if you wish to organize.

Brethren, the success of the Brotherhood is entirely up to **you. Nobody can defeat you but yourself. Nobody can win for you but yourself.** In your own hands lies your salvation. Your officials can and do guarantee you honesty and efficiency in the handling of your money and organization. That is all any organization can be assured by any group of officials. This has shocked the Company. The Company at first thought they could buy your officials. But now they know the Brotherhood and your officials are not for sale. This is a lesson the Company will never forget. The Company now knows that all black men are not purchasable.

Also remember, Brethren, that no contract which the Company may seek to get you to sign as individuals for an increase in pay if you don't join the union, is valid in a court of law, nor is it enforceable either by the Pullman Company or the porters. The Brotherhood is more valuable to you than a $1000.00 increase in pay would be. Why? Because if the Company should raise your pay it may and could reduce it, unless you were organized. A union is for the purpose of preventing reductions as well as to get increases, in wages. Agreements must not only be secured, they must be enforced. Only an organization can enforce an agreement with the Pullman Company.

Again, remember, Brethren, that a winner never quits and a quitter never wins; that he who would be free must himself first strike the blow.

Since December 30th, the Brotherhood has enrolled over 900 new members, and they still flow in. We must and will get 98 percent of the porters. The public and organized labor are with you.

Thus, let us rejoice and be thankful for victory is as sure to come as it is that the night will follow the day. Forward to victory!

Your faithful servant,
A. PHILIP RANDOLPH,
General Organizer.

THE BROTHERHOOD OF SLEEPING CAR PORTERS

2311 Seventh Avenue **New York City**

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r Smiley	10 tickets	3	7.00.	
C Mills	14 "	1	11.00	2.00

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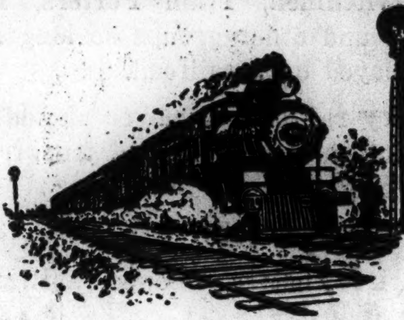
UNITY—FRATERNITY—PROTECTION

"The Injury of One Is the Concern of All"

INTERNATIONAL ASSOCIATION OF RAILWAY EMPLOYEES



The Railroad Man's Friend

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LIBERATED THE FIREMAN

THE INTERNATIONAL
TAKES ALL RAILROAD MEN

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HISTORY OF THE

INTERNATIONAL ASSOCIATION OF RAILROAD EMPLOYEES

The International Association of Railroad Employees was founded in 1934 and is registered with the Department of Labor and the Department of Commerce in Washington, D. C., as an Independent Labor Organization. It is not affiliated with any other organization.

The International membership consists of all crafts of Railroad men, Firemen, Brakemen, Switchmen, Train Porters, Helpers, Laborers and other groups so long as they are employed by a railroad.

Every railroad employee should belong to the International. It is a true friend to the working man.

Protect your job!

Work for better job opportunities in the Railway Industry!

Join the International!

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The International boasts one of the finest Auxiliaries in the world, and most of the local lodges have Auxiliaries to their Locals. The Officers of the Ladies Auxiliary are as follows:

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Gulf Coast Lines (Missouri Pacific) Firemen.

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Houston Belt and Terminal Company

---------------------------Laborers.

Percentage Cases Negotiated to Settlement
Georgia—Florida—Illinois Central

Court Cases Sponsored by International Association of Railway Employees

1. Steele—L. and N. -----Supreme Court
2. Benjamin—L. and N. --District Court
3. Hinton—Seaboard ---Court of Appeals
4. Rolax—A. C. L. -----Court of Appeals
5. Dallas—A. & W. P. -----District Court
6. King, Harness, Gieger, Train Porters of Missouri Pacific --------District Court
7. Palmer—Southern -----District Court
8. Carter—A. C. L. -------District Court
9. Wright—Seaboard -----District Court
10. Salvant—L. & N. ------District Court

National Railroad Adjustment Board Cases

Gulf Coast Line—Docket No. 28646 -Firemen

Docket No. 28153—G. & S. I. -----Firemen

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★

Each of the above named officers is capable of handling your affairs. Please address all correspondence to the officer of your craft nearest your location or to the President or Secretary. Follow your leader and Fear no evil. Your affairs are in the hands of members of your Craft and the INJURY OF ONE IS THE CONCERN OF ALL.

Atlantic [illegible]

MANUAL OF INSTRUCTIONS
FOR
CHAIR CAR ATTENDANTS

Nº 44

Atlantic Coast Line Railroad Company

Dining Car Department

●

To Chair Car Attendants:

The rules contained in this book are promulgated (1) for the benefit of chair car attendants, so that they may fully understand their duties and responsibilities, and (2) to safeguard the interests of the Company we represent. With a mutual understanding as to necessary requirements to enable satisfactory and efficient service, we will be in better position to perform our duties and thus justify confidence of both Management and our associates. With such confidence and mutual respect our organization will be efficient and effective, which should be the ultimate goal of every person connected with any enterprise.

A numbered copy of this book will be furnished to each attendant, who will sign a receipt for it. Each attendant shall study it carefully, carry it while on duty, and refer to it whenever necessary. On leaving the service this book and all other Company property in possession of attendant shall be returned.

Be diligent, courteous at all times, observe safe practices, and we, working together, will build and maintain an organization that will reflect credit on the Company we represent and inspire a feeling of pride for a job well done.

J. B. MASHBURN,

Superintendent Dining Cars.

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RULES

1. COURTESY:

(a) Much of the success and popularity of our coach service depends upon the activities of the attendants.

Be courteous, attentive, helpful, and considerate. Never show resentment. Be alert to what is going on around you and ready to assist and cooperate at all times, extending every effort possible to make our passengers' trip more comfortable and enjoyable.

(b) All service shall be performed cheerfully and without thought of gratuities, but if a gratuity is tendered thank the passenger in a courteous manner at the time it is received.

2. UNIFORMS:

(a) All attendants shall be properly uniformed when reporting for duty.

(b) Attendant's uniform shall consist of gray single breasted coat; matching gray trousers; matching gray cap; white shirt; black four-in-hand tie and black shoes. You will be provided with a metal badge for the cap, emblem for coat, metal buttons, and white jackets.

(c) During cold weather attendants will wear regulation gray uniform, coat fully buttoned, at terminals and all station stops.

During warm weather instead of gray uniform coat, a clean white jacket, fully buttoned, will be worn at terminals and all station stops.

White jackets, fully buttoned, shall be worn while working inside of coaches.

(d) Caps are to be worn at all times while on duty, but removed while passing through dining or tavern cars.

3. PERSONAL APPEARANCE AND HYGIENE:

(a) Each attendant shall keep clean and in good health for the protection of himself, passengers and his associate workers.

(b) Hands shall be thoroughly washed immediately after visiting toilet.

(c) Hands and fingernails shall be kept clean at all times. All attendants shall keep hair trimmed and be clean-shaven, shoes polished, uniforms clean, neatly pressed, and in good condition.

4. SUPERVISION ON TRAINS:

(a) Trains are in charge of the Operating Department crew, with the train conductor in command. YOU ARE SUBJECT TO THE CONDUCTOR'S ORDERS AT ALL TIMES, ALSO TRANSPORTATION AND DINING CAR DEPARTMENT SUPERVISORY PERSONNEL.

5. DEPORTMENT:

(a) Chair car attendants are prohibited from leaving their assigned cars to visit elsewhere on the train while en route, except in the performance of their normal duties or with permission of train conductor.

(b) Attendants are prohibited from leaving their assigned train en route, unless directed to do so by the train conductor.

(c) While on duty, attendants shall not carry on social conversation or familiarities with other members of the crew.

(d) Attendants must not gamble or play cards or any other games while on train at any time.

(e) Attendants shall not use narcotics nor intoxicating liquors.

Attendants are prohibited from transportation of intoxicating liquors at any time when on train or railroad property.

(f) Attendants are prohibited from using tobacco while on duty, which includes meal periods in dining cars.

(g) Attendants are prohibited from chewing gum while on duty.

(h) Attendants shall not read newspapers or magazines while on duty.

(i) The carrying of firearms or other weapons on person or in cars, sleeping quarters or on Company property is prohibited.

(j) Taking any Company supplies or equipment off cars (except as hereinafter authorized) or carrying materials or supplies on cars for personal use or for others or wilful destruction of Company property by any attendant shall constitute just cause for dismissal. Hand bags may be inspected at any time.

(k) Attendants are prohibited from selling or attempting to sell anything on the train or at any time during their trip, except for pillow rental as authorized.

(l) Disloyalty, dishonesty, desertion, intemperance, immorality, vicious or uncivil conduct, insubordination, incompetency, wilful neglect, inexcusable violation of rules resulting in endangering, damaging or destroying life or property, making false statements, or concealing facts concerning matters under investigation will subject the offender to summary dismissal.

(m) Attendants shall not absent themselves from duty without obtaining permission from the Superintendent Dining Cars or his designated representative. An attendant detained from work on account of sickness or for any other good reason, shall notify the employing officer promptly and keep him informed regarding the probable length of absence.

6. ENTRAINING OF PASSENGERS, HANDLING OF BAGGAGE, SUPPLIES, ETC.

(a) On reporting for duty, attendants shall promptly and thoroughly inspect the coaches to which assigned to see that they have been properly cleaned and all equipment is in working order; and that there is available an adequate supply of paper cups and towels, soap, pillows, cleaning material, paper bags, etc. Also that clean, legible car designation letters and numbers are properly displayed in all brackets; and that schedule cards are properly posted in frames of regularly assigned coaches. Any unclean conditions, defective or missing equipment, or shortage of supplies must be promptly reported to supervisory Dining Car Department personnel at New York and Jacksonville, and to Station Master or Passenger Representatives at Tampa and St. Petersburg so corrective measures can be taken before departure, if possible.

If there are defects in equipment or shortage of supplies after departure from terminal at which an attendant boards train, immediate report shall be made to train conductor, and all succeeding conductors en route until defects are corrected or supplies furnished. Any defects (including speakers or controls for entertainment system) that exist when you detrain at New York shall be reported to Dining Car Agent or his representative in addition to report made to P.R.R. conductor.

(b) Attendants will be supplied master diagrams at initial terminal and these are to be carefully maintained and preserved until delivered to designated party at end of run. Individual station diagrams will be attached to the master diagrams.

(c) Attendants shall place themselves on the station platform at car entrances (with step box, when required, placed endwise to train, thus allowing largest natural stepping surface), wipe hand rails with cloth, when receiving passengers at initial terminals and at each stop of the train en route, while on duty.

Attendant must inquire from each person who approaches the entrance at which he is on duty and who indicates intention of boarding train, what space this person holds. If space is held in the car or cars to which attendant is assigned, the passenger should be instructed

as to which he should enter and the approximate location of his seat. If the space is in cars other than those to which the attendant is assigned, the passenger should be directed to the proper car. If the inquiry develops that the person is a visitor, he should be politely requested not to board the train by making simple announcement such as, "Visitors please do not board train." But if he insists on doing so, attendant should not protest further or enter into any argument or discussion with him. If visitors have not detrained at departure time, attendant must make every effort to so notify conductor or trainman.

(d) When entraining passengers, attendant will offer to assist passengers with their baggage. Baggage should be placed on platform until train departs from station, at which time it is to be carried to the passenger's seat and placed in baggage racks or stowed in baggage compartment at end of cars, as desired by passenger.

Keep the aisles clear of baggage. Check the baggage racks constantly to see that all pieces are safely stowed. Any baggage that extends over four inches over the edge of the rack should be rearranged or taken down immediately.

(e) Attendants are not to permit any passenger or visitor to entrain or detrain while the train is in motion.

(f) When train leaves any station, all traps and side doors must be immediately closed and, except for emergency or use by train personnel, kept closed between stations.

7. DUTIES EN ROUTE:

(a) Attendants may not handle tickets or any other transportation, under any circumstances, nor collect cash fares. Anything that may arise in this connection must be referred to the train conductor.

(b) Each attendant should accompany the P.R.R. conductor or trainman through the coaches to which assigned

or for which he holds diagrams when the initial ticket lift is made, if satisfactory to conductor or trainman. At this time diagram for each seat occupied in each coach shall be clearly marked as to the destination of each passenger. If attendant is not permitted to accompany the conductor or trainman when initial ticket lift is made, attendant shall inquire of each passenger in a courteous manner as to destination, entering same on diagram. This same procedure to be followed for passengers boarding train at intermediate points between New York and Washington in each direction.

Follow the same procedure over the RF&P between Washington and Richmond.

(c) Southbound leaving Richmond each attendant shall accompany the A.C.L. conductor or his assistants through the coaches to which assigned or for which he holds diagrams, when the ticket life is made, at which time the conductor will call off the destination of each passenger and the attendant will recheck or clearly mark the diagram as to destination of passengers.

This same procedure is to be followed leaving Jacksonville on trains operating to West Coast. Train conductors will notify you number of passengers boarding trains at intermediate stops and advise coach and seat to be occupied as well as destination of each passenger, which is to be clearly marked on diagram by attendant.

Same procedure to be followed northbound leaving Jacksonville and also northbound out of Tampa and St. Petersburg.

(d) Attendants shall keep coaches clean at all times, especially vestibules, rest rooms, and toilets. Particular attention should be given to wash basins and mirrors.

(e) Large paper bags furnished for disposal of trash shall be kept in equipment lockers except when trash is swept up and collected. These bags are then to be placed back into the lockers until they are taken off the train.

Trash shall not be swept onto car platform or off cars onto the right-of-way en route or on station property. Trash is to be taken off at following disposal points: New York, Richmond, Florence, Savannah, Jacksonville, Tampa, and St. Petersburg. When paper bags filled with trash are carried to station platform at disposal points, they must be placed so they do not present a hazard to passengers.

(f) Where coaches are equipped with small metal clip at bulkheads, designed to prevent bags from toppling over and spilling contents, attendants will maintain bags in these clips, removing when full and placing the filled bags in locker for removal at regular disposal points.

(g) Attendants shall see that lights are turned on during proper period and turned off when not required. Attendants shall promptly report any defect in the lights to train conductor.

(h) Booklet covering the Operation of Air Conditioning Equipment on Passenger Cars has been issued to each attendant and will be issued to each new attendant. This booklet contains instructions as to proper operation of the cooling and heating systems. It is of the greatest importance that all concerned study the booklet carefully so that he will become entirely familiar with the correct method of operating air-conditioning equipment, thereby preventing air-conditioning failures. He will carry this booklet with him at all times while on duty.

In case of air-conditioning failures, attendant must immediately report such failure to the train conductor so that he may wire ahead for mechanical assistance.

It is desired that during the day shades or blinds on the sunny side of the trains be drawn or closed to the extent practicable. Some passengers may, of course, object to shades or blinds being drawn or closed and this must be handled in a most tactful manner by all concerned. You might say to the passenger, "Wouldn't you be more comfortable with the shade drawn?" If passenger objects, you, of course, should refrain from drawing or closing shades or blinds at these seats. Shades should be drawn at empty seats.

(i) Any accident or injury to passengers, no matter how slight, must be immediately reported to the train conductor, regardless of when you first learn about it. Upon arrival at your home terminal, you must furnish complete written report to your supervisor.

(j) Attendants are prohibited from handling Western Union telegrams under any circumstances. If passenger complains to you that he cannot locate Western Union boy, or if you are between stations, refer such person to the train conductor.

(k) Attendants shall notify the train conductor at once in cases of loss or theft of baggage or other property of any passenger.

(l) Attendants should be particularly attentive to the needs of invalids and passengers traveling with babies or small children, assisting mothers in connection with the heating of babies' bottles, and render such additional service as may be conducive to the comfort and convenience of passengers.

In cases involving illness of passengers, notify train conductor who will decide as to the necessity of calling for medical assistance.

(m) In event of complaints from passengers, attendants will make every effort to satisfy the complainants, and if unable to do so, will report the matter to the train conductor for further handling. Attendants, themselves, will engage in no argument or controversy with passengers, but must be courteous to them under all circumstances. In the event it is necessary to change seat of any passenger, train conductor shall be notified at once of the change in seat so that he may correct his records.

(n) Attendants shall immediately report any unusual incidents to train conductor and at end of trip, to Dining Car Agent at New York.

(o) In event passengers in the cars to which attendants are assigned are intoxicated or become unruly and objectionable to other passengers, the train conductor shall be notified immediately.

(p) Make certain that all toilet doors are locked before arrival at stations and unlocked after train leaves.

(q) Each attendant will be furnished with pad of seat space release forms 786, with carbon paper before departure from New York.

Follow these instructions:

Southbound upon arrival at Washington each attendant shall file form 786 with station passenger agent showing all vacant space as well as space to be vacated at points short of Jacksonville and at Jacksonville proper. Be sure to show the exact station at which seats will be vacant for resale.

After train leaves Washington and check has been made the "No Shows" which were not reported at Washington shall be listed on form 786 and handed to Richmond Depot Usher who delivers Richmond diagrams to the trains.

Attendants on northbound MIAMIAN will fill out form 786 and hand to conductor detraining at Florence, showing any seats that are known to be vacant and unassigned north of Florence.

All forms 786 shall be made out in duplicate and the duplicate form is to be kept by attendant until arrival at New York when they shall be turned in to Dining Car Agent's office.

8. DETRAINING PASSENGERS AND HANDLING BAGGAGE:

(a) Determine how many passengers are to detrain at each station. On Districts where general ticket lifts are not made, conductors will have attendants confer with them and check short-haul tickets against diagrams; and

on all Districts conductors will direct attendants to detrain passengers from specific seat numbers and coaches at proper destination. If it is developed that there are any differences in the seat numbers or the number of passengers to be detrained, as given you by the conductor and your diagrams, attendant shall immediately inform the conductor so that errors or differences may be reconciled before arrival at next station stop.

(b) At a sufficient time prior to arrival at station, attendant must contact each passenger detraining to ascertain what baggage they have to be unloaded, and then assist with baggage, if passenger so desires. At this time, they must be notified they are approaching their detraining point, and where coach opening will be made.

(c) When passengers are apparently under the influence of liquor or do not seem to be fully awakened when contacted, they must be watched carefully to make certain that such passengers detrain at proper station.

(d) If attendant is unable to locate any passenger who is to detrain, he must immediately contact conductor prior to arrival at station and notify him that he cannot locate passenger. When this is done, and passenger is carried by, it then becomes the conductor's responsibility; but when this is not done, the attendant assumes responsibility and carry-by is then the fault of the attendant.

(e) During daylight hours, attendant shall make station calls in body of coaches and rest rooms prior to arrival at any station stop. During night, attendants on duty will make station calls in rest rooms only, prior to arrival at any station stop.

(f) Attendants must count off passengers who detrain at station stops, and if all are not accounted for, must notify conductor immediately.

(g) Wipe hand rails with cloth before entraining or detraining passengers.

(h) Attendants are not to permit any passenger or visitor to detrain or entrain while the train is in motion.

(i) When required, step boxes must be placed endwise to train, thus allowing largest natural stepping surface.

(j) At each station stop, while on duty, attendants are to stand on the station platform, at the entrance of his cars, directing passengers. Attendants are not to leave their entrances without permission or direction of train conductor, except as authorized in this Manual.

(k) Attendant relieved for rest periods will turn diagrams which he is holding over to relief attendant or train porter, as case may be, at which time attention of relief attendant or train porter shall be called to passengers shown on diagram who are detraining during his rest period. Also call attention to any unusual conditions to be watched or special service that may be required by passengers, same to apply when turning diagram over at any other time to another attendant or train porter.

FAILURE OF ATTENDANTS TO FOLLOW THESE INSTRUCTIONS RESULTING IN PASSENGER BEING CARRIED BY THEIR DESTINATION WILL CONSTITUTE GROUNDS FOR DISCIPLINARY ACTION.

9. PILLOW SALES:

(a) Each attendant will be furnished clean pillow slips by the dining car steward and will be held accountable for these slips. Attendant will rent pillows at the regular rate, which are to be rented at the earliest possible opportunity and attendants shall frequently recanvass their coaches to increase their pillow rentals.

(b) Except when special forms are used for transferring clean slips and pillow rental revenue to FEC attendants, all revenues and slips must be returned to dining car steward before arrival of train at final terminal. Attendants will recover all soiled slips and in the presence of steward, count them together with returned clean slips and revenue must correspond.

(c) Soiled pillow slips must not be left in lockers in coaches.

(d) Pillows must be properly stowed in pillow lockers prior to or upon arrival at terminal.

10. FIRST AID KITS:

(a) Each train on which you operate will have a first aid kit for emergency use. This is to be available at all times to all attendants.

Before departure from New York each trip, Dining Car Agent will supply one first aid kit to an attendant, who will be responsible for this kit for the entire trip and upon completion of trip he will return kit to Dining Car Agent.

Special bulletin will be issued to cover all trains, showing attendant to whom kits will be supplied and where these kits are to be kept en route so that they will be available to all attendants at all times.

If for any reason first aid supplies are not available in coach, attendant will contact dining car steward.

11. REPORTS OF INJURIES TO COACH ATTENDANTS:

(a) Attendants must immediately report to the train conductor any personal injuries sustained en route, or to the reporting officer any sustained while on duty or on Company property at home or away-from-home terminals; and be governed by their instructions. They must also complete and deliver to the New York Dining Car Agent an injury report form and a statement describing in detail how and why the injury occurred.

12. GARNISHMENTS, ATTACHMENTS, OR ASSIGNMENTS:

(a) An attendant subjecting the Company to the service of a garnishee order, attachment, or assignment, on his pay will be liable to immediate dismissal, and will be held responsible for all expenses incurred by the Company in connection therewith.

13. STEP BOXES, BROOMS:

(a) Step boxes and brooms on trains delivered to F.E.C. must be removed by each attendant from train upon arrival in Jacksonville and taken to A. C. L. supply room. This equipment is to be picked up by each attendant for return trip. If you have foreign line step boxes, have them exchanged at supply room for A.C.L. boxes. This equipment is not to be left on train when delivered to F.E.C.

14. MEALS:

(a) Meals will be served to attendants without collection. Each attendant will be furnished an individual meal check on which he will write full consist of meal desired. In each instance each attendant will sign his individual meal check with his name and title, "A.C.L. Chair Car Attendant."

(b) Attendants will be allowed the lowest fixed price luncheon or dinner that is shown on menu or its equivalent value in a la carte items. For breakfast they will be allowed the Club Breakfast which includes two eggs or its equivalent value in a la carte items.

(c) Attendants who order and are served meals or a la carte items exceeding the value of meals allowed will pay the difference in cash at time of service.

(d) Attendants will not be served to the detriment of passengers, either as to food supply or available seating space. Steward will exercise his judgment in this respect

and take such action as may be necessary to see that passengers are given preference.

15. END OF TOUR OF DUTY AT HOME OR AWAY-FROM-HOME TERMINALS:

(a) After detraining passengers at final terminal, each attendant will go through his coaches to see that all passengers have detrained.

(b) Each attendant shall check his cars to recover any baggage or article that may have been left. If anything is found, it shall be promptly turned in at the Lost and Found Department at that station. In the case of the Pennsylvania Station, New York, receipt will be taken and turned over to Dining Car Agent or his representative.

(c) Each attendant shall turn off lights and air conditioning before leaving train.

(d) At New York, turn in all diagrams and space release reports.

16. ADDRESSES AND TELEPHONE NUMBERS:

(a) Attendants shall file with the Superintendent Dining Cars and the designated representative at their home terminal their home addresses and telephone numbers. If addresses or telephone numbers are changed, attendants must immediately notify the Superintendent Dining Cars and the designated representative at their home terminal of such changes.

17. GENERAL:

(a) To enter or remain in the service is an assurance of willingness to obey the rules and special instructions.

(b) Attendants must be familiar with and obey the rules and special instructions. If in doubt as to their

meaning, they must apply to proper authority for an explanation.

(c) Attendants must render every assistance in their power in carrying out the rules and special instructions, and must report to the proper official any violation thereof.

Propaganda from the Pullman Porters and Maids Protective Association

THE BROTHERHOOD OF SLEEPING CAR PORTERS ACCUSED OF BEING CONTROLED BY "REDS"

(U.N.)

Chicago, Sept. 12 , Evidence and factual proof of the Brotherhood of Sleeping Car Porters definitely being a "Transimission Belt" and its leadership supporting "fifth column" movements and leaders were announced this week on the eve of this organization's fifteenth annual convention. This announcement brogght a stir in the ranks of the Pullman porters and caused a revolt in many quarters to the leadership of the Organization.

The charges against the Brotherhood of Sleeping Car Porters were definitely proven when invitations were mailed this week to a "Tesimonial Banquet in honor of the achievements of the leaders of the Brotherhood of Sleeping Car Porters". Grounds for subervisive movement/were charges again brought to light when imposing list of Russian born Socialist-Communist Party leaders were issued as sponsered of the Banquet.

Charges of the Brotherhood of Sleeping Car Porters being controled by Communstic-Socialistst influences were issued last fall when President A. Phillip Randolph became involved in many unfaverable charges growing out of the fact that the National Negro Congress and the Consumers' Union, Inc. of New York were called before the Dies Committee.

There were also evidence uncovered and presented at this time to the Dies Committee that Mr. Randolph had received large sums of money from the "Red" controlled Garland Fund to foster the Brotherhood of Sleeping Car Porters and one of his early publications.

Elisabeth Dilling, Research worker and author of "The Red Network", had this to say after reading the records of the sponsers ofthe Banquet; "No organization in the past few years among colored workers, has had a more imposing list of labor agitators and communistic-socialist leaders to sponser its leadership than this organization. It is regrettable that such a bunch of revoluntaries are infesting such honest, hard working laborers as the Pullman porters and other Negro rail laborers. It is to bad that such people as these are allowed in our country to bring to an honest American loving people a philisophy that is not in harmony with our American way of life. Here is definitely and forceable brought to light a fine example of how many of our labor unions have become deeply rooted with fifth column leaders, and how outsiders have assumed dictatorial power over the workers."

Several of these sponsering the Banquet are Russian born patriots and are know members of the Socialist or Communist Party. and are listed as follows: Louis Waldman, Rose Schneidermann, Joseph Schlossberg, Jacob Panken and Fannia M. Cohn.

Others who are sponsering this program and who are know for their Activities in the two parties and who have Communstic tendances are: Roger Baldwin, George S. Counts, Freda Kirchwey, Norman Thomas and Arther Garfield Hayes.

-60-

United News Company
6306 Rhodes Avenue
Chicago, Illinois
Paul E. X. Brown, Director

KEEP YOUR EYES WIDE OPEN!

DON'T BE FOOLED!

- **These groups, organizations and publications are attempting to MISLEAD the NEGRO COMMUNITY:**

CIVIL RIGHTS CONGRESS (CRC)
(National) NEGRO LABOR COUNCIL
THE MILITANT (Newspaper)
PEOPLE'S WORLD (Newspaper)
POLITICAL AFFAIRS (Magazine)

- ***BEWARE OF THE SO-CALLED ANTI-DISCRIMINATION COMMITTEES FOR NEGRO RAILROAD WORKERS LEST THEY BE COMMUNIST WOLVES IN SHEEP'S CLOTHING.***
- ***COMMUNISTS SAY THEY ARE "WORKING FOR YOUR LABOR AND CIVIL RIGHTS," BUT THEY WORK AMONG US IN THE INTEREST OF THE COMMUNIST PARTY OR OTHER SUBVERSIVE AND UN-AMERICAN MOVEMENTS TO HELP SOVIET RUSSIA IN HER IMPERIALISTIC DRIVE FOR WORLD CONQUEST***
- ***CHECK AND DOUBLE CHECK*** **BEFORE** ***YOU SIGN PETITIONS, ATTEND MEETINGS, SERVE ON "DEFENSE" COMMITTEES OR JOIN OR CONTRIBUTE TO QUESTIONABLE ORGANIZATIONS.***

KEEP YOUR EYES WIDE OPEN!

DON'T GET SUCKED IN!!

IT MAY HURT YOU ON YOUR JOB and It May Hurt You If You Try To Get A Job In Government or General Industry!

Distributed as a Public Service by

Brotherhood of Sleeping Car Porters

AN INTERNATIONAL UNION (A. F. L.)

International Headquarters: 217 WEST 125th STREET

Suite 310 **Phone MOnument 2-5080** ***New York 27, N. Y.***

CONDUSTOR'S REPORT

Porter..............................

Appearance

1. Neat
2. Untidy
3. Dress, Proper
   Improper
4. Personal appearance

Approach to Passengers

5. Good
6. Indifferent
7. Surly
8. Superior Attitude

Condition of Car

9. Excellent
10. Good
11. Fair
12. Unsatisfactory

Cooperation

13. Willing
14. Unwilling
15. Indifferent
16. Argumentative

Service

17. Attentive
18. Indifferent
19. Too familiar with passengers

---

20. Promptness
21. Night watch

---

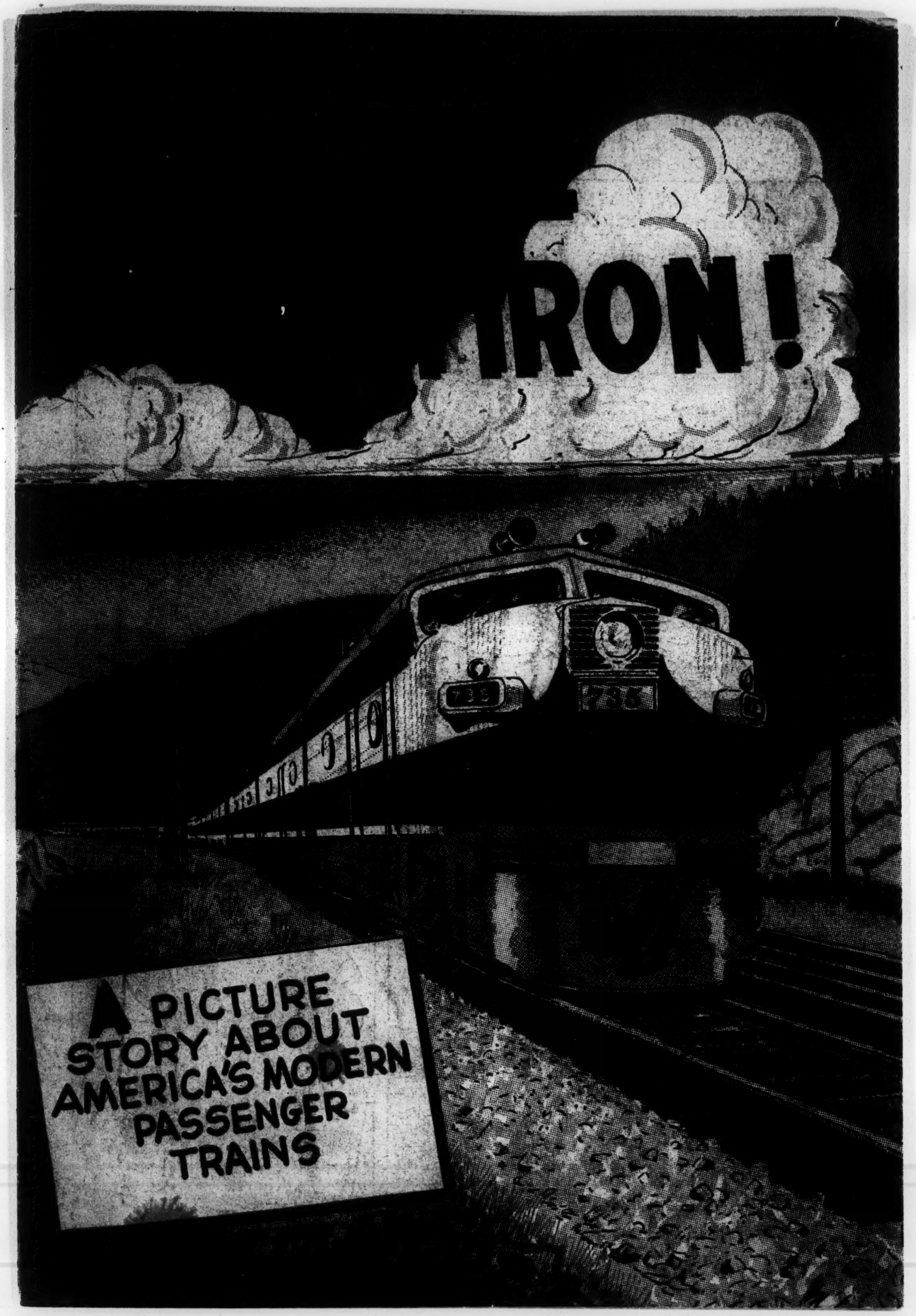
22. Visiting
23. Shoes

Report to be turned in on completion of each trip.

Remarks:

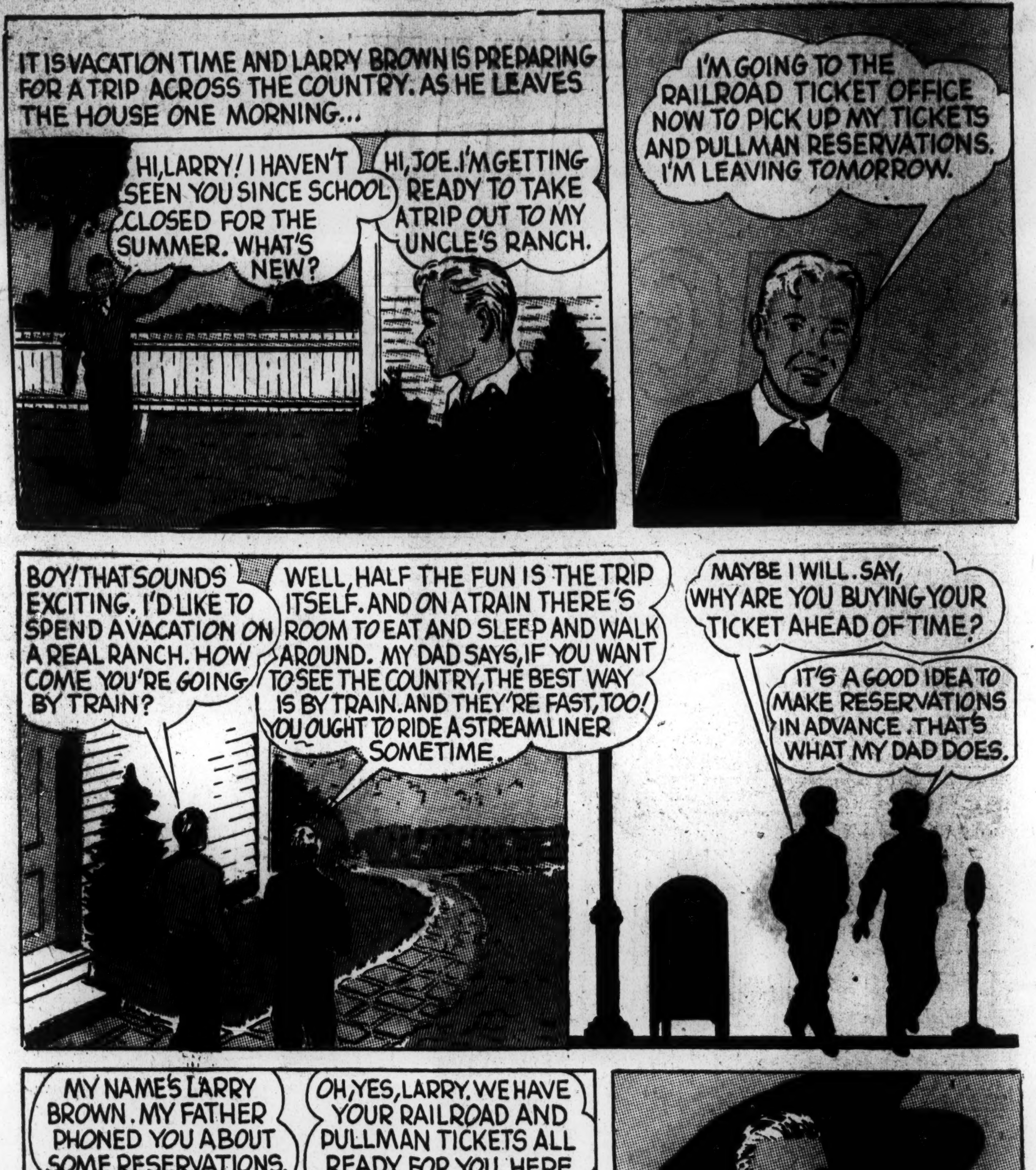
Conductor ________________ Train ________________

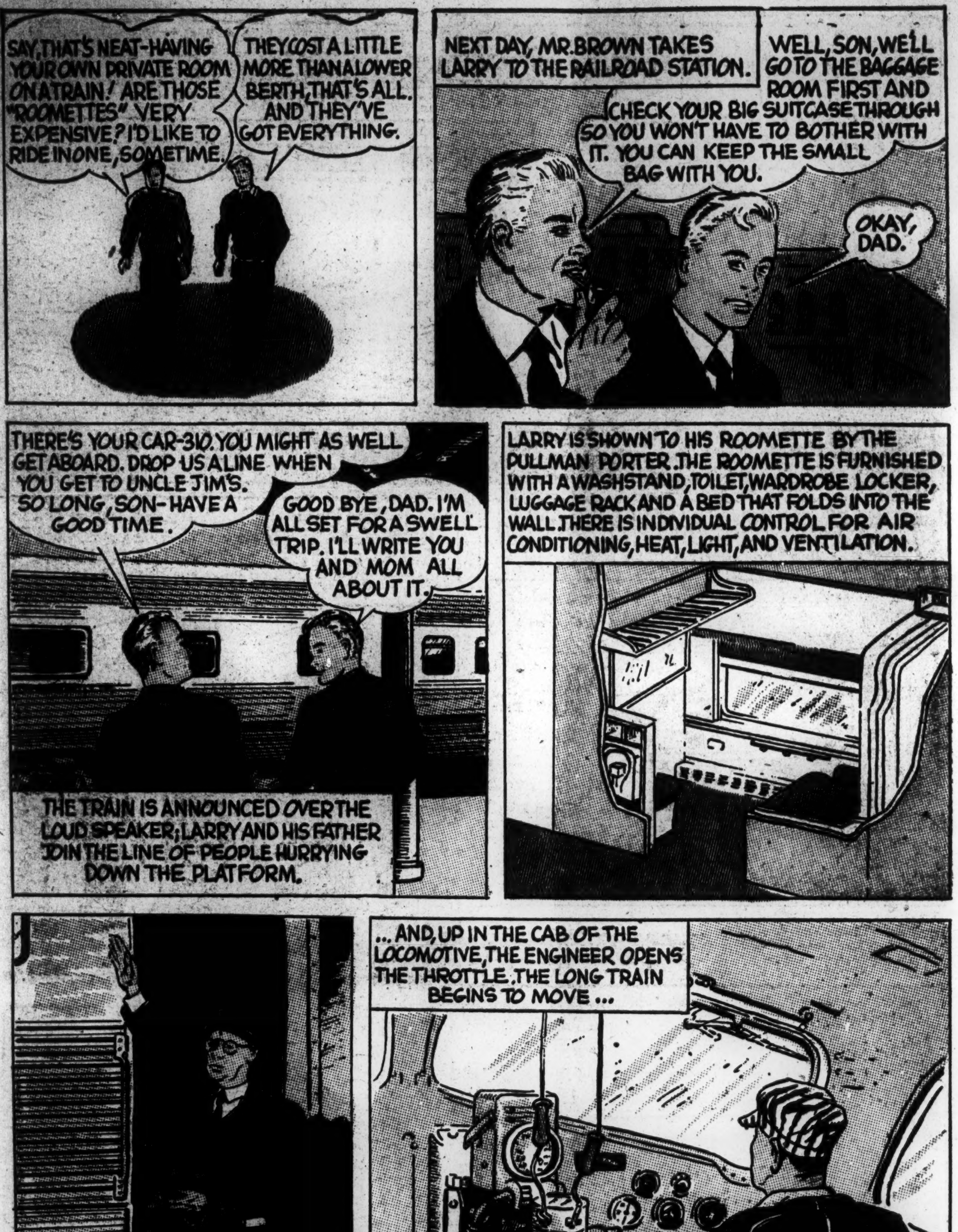
Date ________________

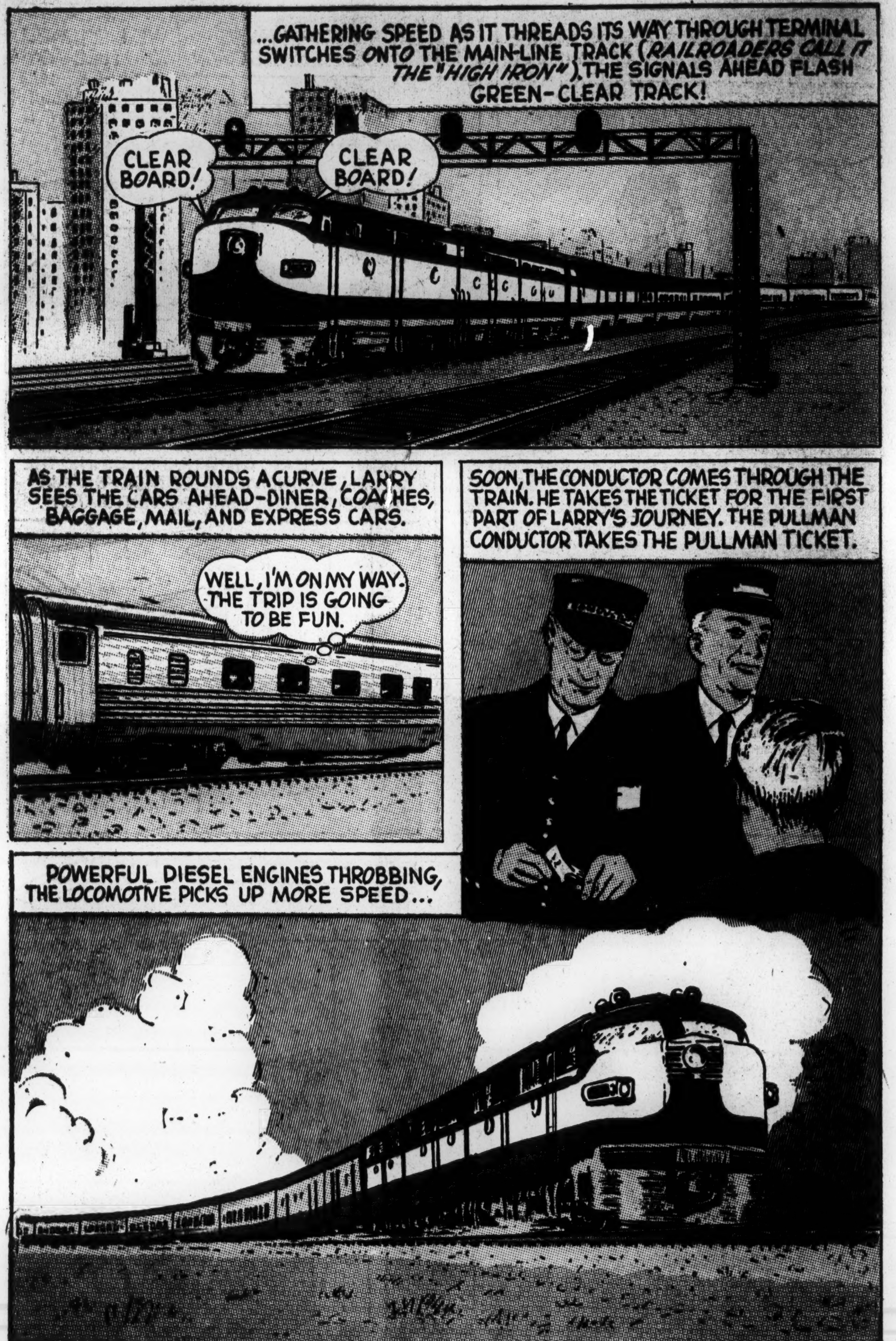


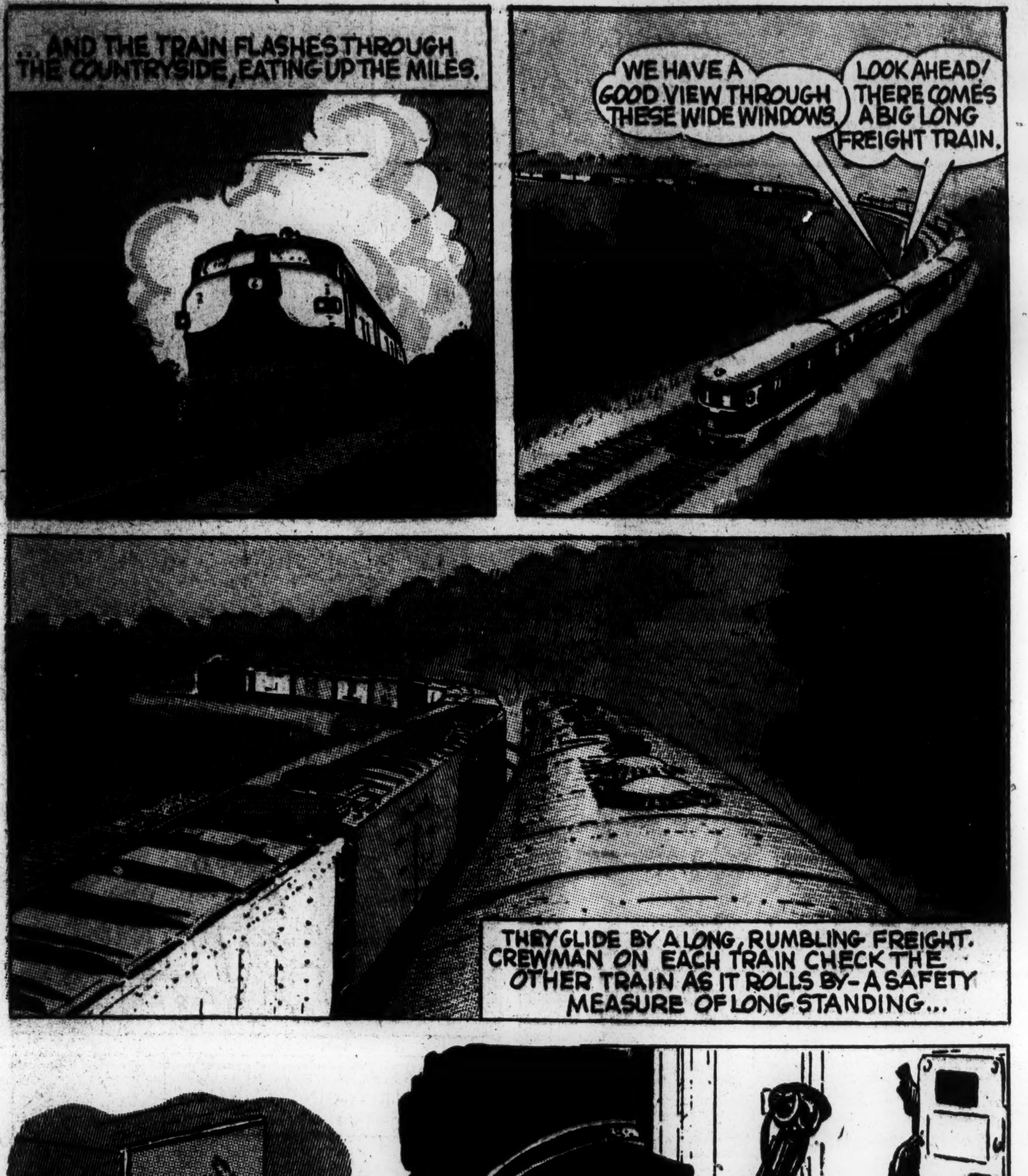
IRON!

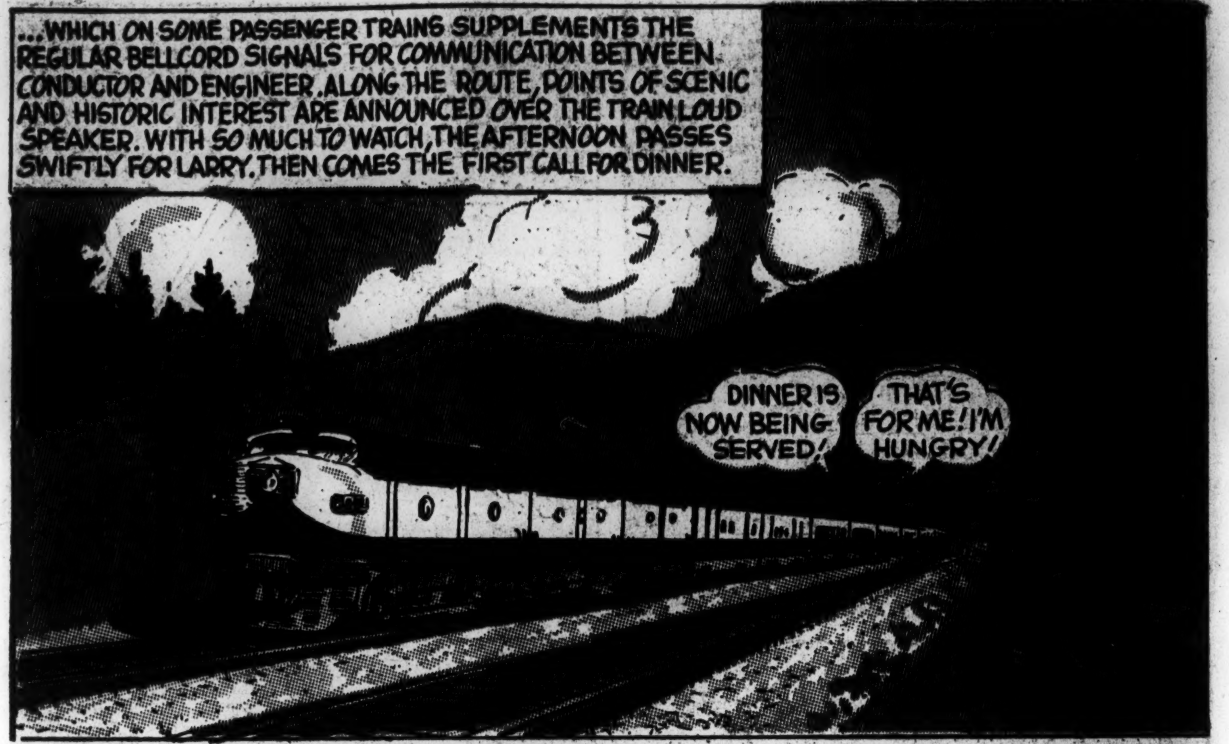
A PICTURE STORY ABOUT AMERICA'S MODERN PASSENGER TRAINS

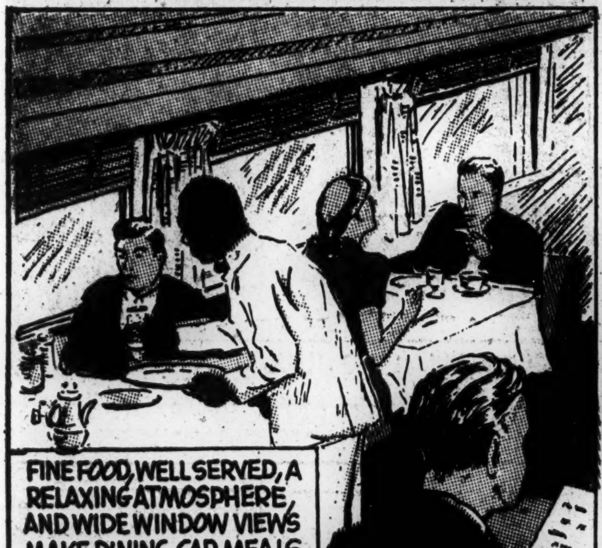

IT IS VACATION TIME AND LARRY BROWN IS PREPARING FOR A TRIP ACROSS THE COUNTRY. AS HE LEAVES THE HOUSE ONE MORNING...
HI, LARRY! I HAVEN'T SEEN YOU SINCE SCHOOL CLOSED FOR THE SUMMER. WHAT'S NEW?
HI, JOE. I'M GETTING READY TO TAKE A TRIP OUT TO MY UNCLE'S RANCH.
I'M GOING TO THE RAILROAD TICKET OFFICE NOW TO PICK UP MY TICKETS AND PULLMAN RESERVATIONS. I'M LEAVING TOMORROW.
BOY! THAT SOUNDS EXCITING. I'D LIKE TO SPEND A VACATION ON A REAL RANCH. HOW COME YOU'RE GOING BY TRAIN?
WELL, HALF THE FUN IS THE TRIP ITSELF. AND ON A TRAIN THERE'S ROOM TO EAT AND SLEEP AND WALK AROUND. MY DAD SAYS, IF YOU WANT TO SEE THE COUNTRY, THE BEST WAY IS BY TRAIN. AND THEY'RE FAST, TOO! YOU OUGHT TO RIDE A STREAMLINER SOMETIME.
MAYBE I WILL. SAY, WHY ARE YOU BUYING YOUR TICKET AHEAD OF TIME?
IT'S A GOOD IDEA TO MAKE RESERVATIONS IN ADVANCE. THAT'S WHAT MY DAD DOES.
MY NAME'S LARRY BROWN. MY FATHER PHONED YOU ABOUT SOME RESERVATIONS.
OH, YES, LARRY. WE HAVE YOUR RAILROAD AND PULLMAN TICKETS ALL READY FOR YOU. HERE THEY ARE.
AT A RAILROAD TICKET OFFICE, YOU CAN ALSO OBTAIN INFORMATION ABOUT FARES, SCHEDULES, AND OTHER MATTERS OF INTEREST TO TRAVELERS. THE TICKET AGENTS WILL HELP PLAN YOUR TRIP.
"YOU HAVE ROOMETTE 7, CAR 310, ON THE WESTERN LIMITED. YOUR TRAIN LEAVES TOMORROW AT 4 P.M. THE INFORMATION IS ALL MARKED ON THE ENVELOPE. HERE'S YOUR SCHEDULE FOR THE TRIP. YOU'RE GOING OUT BY A NORTHERN ROUTE AND COMING BACK BY A SOUTHERN ROUTE, SO YOU'RE REALLY GOING TO SEE A LOT OF THE COUNTRY. AND HERE'S THE ROUTE MAP AND SCENIC DESCRIPTION THAT WE GIVE OUR PASSENGERS!"

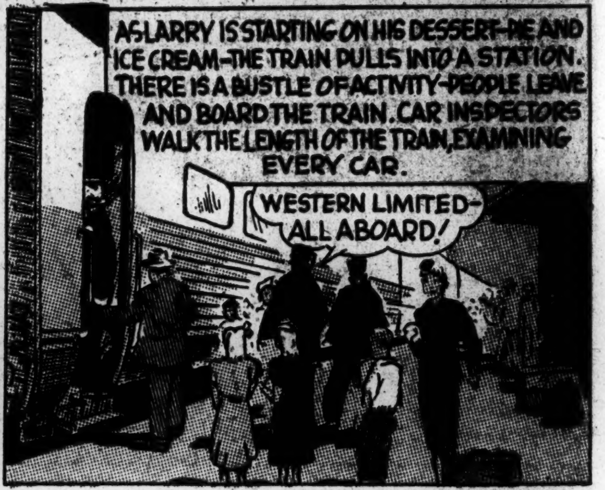

SAY, THAT'S NEAT-HAVING YOUR OWN PRIVATE ROOM ON A TRAIN! ARE THOSE "ROOMETTES" VERY EXPENSIVE? I'D LIKE TO RIDE IN ONE, SOMETIME.
THEY COST A LITTLE MORE THAN A LOWER BERTH, THAT'S ALL. AND THEY'VE GOT EVERYTHING.
NEXT DAY, MR. BROWN TAKES LARRY TO THE RAILROAD STATION.
WELL, SON, WE'LL GO TO THE BAGGAGE ROOM FIRST AND CHECK YOUR BIG SUITCASE THROUGH SO YOU WON'T HAVE TO BOTHER WITH IT. YOU CAN KEEP THE SMALL BAG WITH YOU.
OKAY, DAD.
THERE'S YOUR CAR-310. YOU MIGHT AS WELL GET ABOARD. DROP US A LINE WHEN YOU GET TO UNCLE JIM'S. SO LONG, SON-HAVE A GOOD TIME.
GOOD BYE, DAD. I'M ALL SET FOR A SWELL TRIP. I'LL WRITE YOU AND MOM ALL ABOUT IT.
THE TRAIN IS ANNOUNCED OVER THE LOUD SPEAKER; LARRY AND HIS FATHER JOIN THE LINE OF PEOPLE HURRYING DOWN THE PLATFORM.
LARRY IS SHOWN TO HIS ROOMETTE BY THE PULLMAN PORTER. THE ROOMETTE IS FURNISHED WITH A WASHSTAND, TOILET, WARDROBE LOCKER, LUGGAGE RACK AND A BED THAT FOLDS INTO THE WALL. THERE IS INDIVIDUAL CONTROL FOR AIR CONDITIONING, HEAT, LIGHT, AND VENTILATION.
SOON, THE CONDUCTOR CALLS "ALL ABOARD!" HE RAISES HIS ARM, GIVING THE "HIGHBALL" SIGNAL...
...AND, UP IN THE CAB OF THE LOCOMOTIVE, THE ENGINEER OPENS THE THROTTLE. THE LONG TRAIN BEGINS TO MOVE...

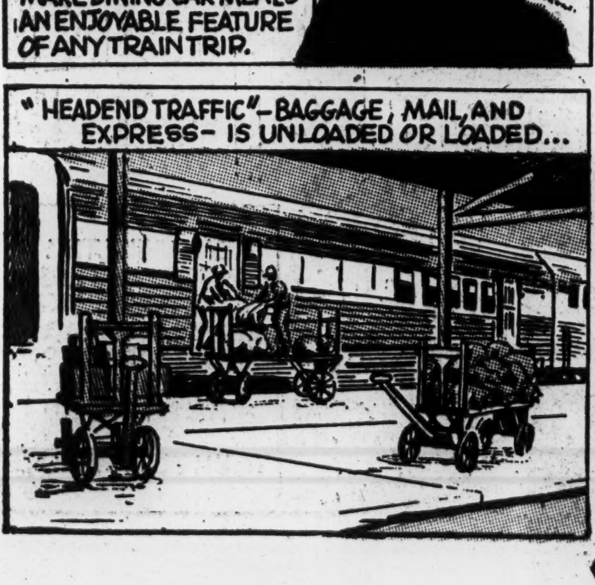

...GATHERING SPEED AS IT THREADS ITS WAY THROUGH TERMINAL SWITCHES ONTO THE MAIN-LINE TRACK (*RAILROADERS CALL IT THE "HIGH IRON"*). THE SIGNALS AHEAD FLASH GREEN-CLEAR TRACK!
CLEAR BOARD!
CLEAR BOARD!
AS THE TRAIN ROUNDS A CURVE, LARRY SEES THE CARS AHEAD-DINER, COACHES, BAGGAGE, MAIL, AND EXPRESS CARS.
WELL, I'M ON MY WAY. THE TRIP IS GOING TO BE FUN.
SOON, THE CONDUCTOR COMES THROUGH THE TRAIN. HE TAKES THE TICKET FOR THE FIRST PART OF LARRY'S JOURNEY. THE PULLMAN CONDUCTOR TAKES THE PULLMAN TICKET.
POWERFUL DIESEL ENGINES THROBBING, THE LOCOMOTIVE PICKS UP MORE SPEED...

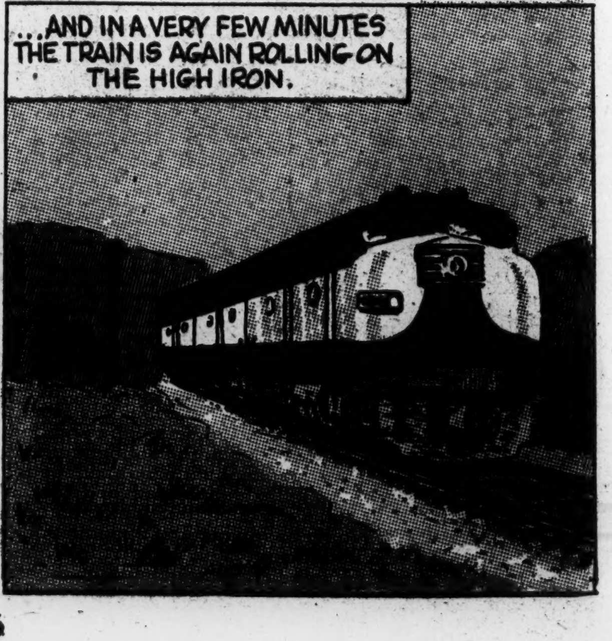

...AND THE TRAIN FLASHES THROUGH THE COUNTRYSIDE, EATING UP THE MILES.
WE HAVE A GOOD VIEW THROUGH THESE WIDE WINDOWS.
LOOK AHEAD! THERE COMES A BIG LONG FREIGHT TRAIN.
THEY GLIDE BY A LONG, RUMBLING FREIGHT. CREWMAN ON EACH TRAIN CHECK THE OTHER TRAIN AS IT ROLLS BY- A SAFETY MEASURE OF LONG STANDING...
...THE REAR BRAKEMAN ON THE PASSENGER TRAIN GIVES THE "ALL OK" SIGNAL WHICH IS ACKNOWLEDGED BY THE MEN IN THE FREIGHT CABOOSE.
MEANWHILE, THE CONDUCTOR, AS BOSS OF THE TRAIN, PASSES ON SOME INFORMATION TO HIS ENGINEER, COMMUNICATING WITH THE ENGINE CAB BY A TRAIN TELEPHONE...


...WHICH ON SOME PASSENGER TRAINS SUPPLEMENTS THE REGULAR BELLCORD SIGNALS FOR COMMUNICATION BETWEEN CONDUCTOR AND ENGINEER. ALONG THE ROUTE, POINTS OF SCENIC AND HISTORIC INTEREST ARE ANNOUNCED OVER THE TRAIN LOUD SPEAKER. WITH SO MUCH TO WATCH, THE AFTERNOON PASSES SWIFTLY FOR LARRY. THEN COMES THE FIRST CALL FOR DINNER.
DINNER IS NOW BEING SERVED!
THAT'S FOR ME! I'M HUNGRY!

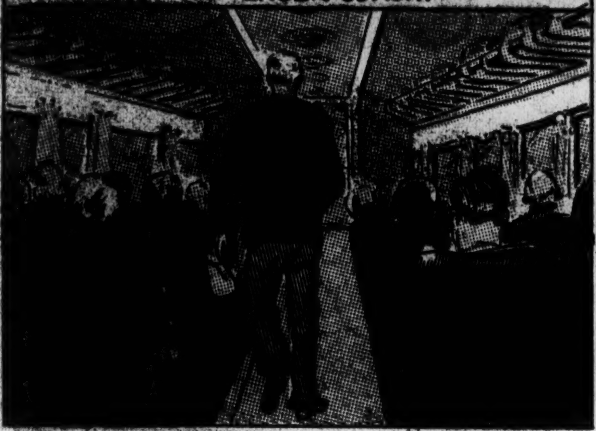

FINE FOOD, WELL SERVED, A RELAXING ATMOSPHERE, AND WIDE WINDOW VIEWS MAKE DINING CAR MEALS AN ENJOYABLE FEATURE OF ANY TRAIN TRIP.


AS LARRY IS STARTING ON HIS DESSERT—PIE AND ICE CREAM—THE TRAIN PULLS INTO A STATION. THERE IS A BUSTLE OF ACTIVITY—PEOPLE LEAVE AND BOARD THE TRAIN. CAR INSPECTORS WALK THE LENGTH OF THE TRAIN, EXAMINING EVERY CAR.
WESTERN LIMITED—ALL ABOARD!

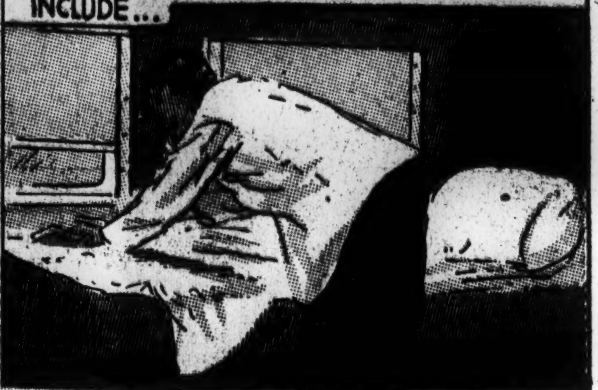

"HEADEND TRAFFIC"—BAGGAGE, MAIL, AND EXPRESS— IS UNLOADED OR LOADED...


...AND IN A VERY FEW MINUTES THE TRAIN IS AGAIN ROLLING ON THE HIGH IRON.

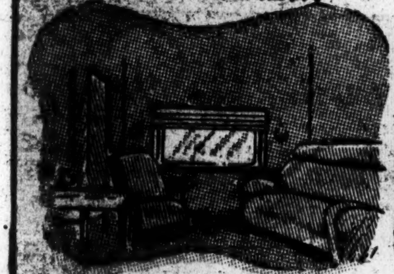
AFTER DINNER, LARRY TAKES A WALK THROUGH THE TRAIN. AHEAD OF THE DINER (WHICH IS USUALLY NEAR THE MIDDLE OF THE TRAIN) ARE THE COACHES. WIDE WINDOWS, RESTFUL RECLINING SEATS, AND INDIVIDUAL LIGHTS ARE FEATURES OF THE MODERN PASSENGER COACH.



IT IS GROWING DARK OUTSIDE AS LARRY WALKS BACK THROUGH THE PULLMAN CARS. IN THE *OPEN SECTION* PULLMANS, THE PORTERS ARE MAKING UP THE BERTHS FOR THE NIGHT. THE "SECTION" IS THE COMBINATION OF THE UPPER AND LOWER BERTHS. IN *ROOMETTE* CARS, SUCH AS LARRY'S, THE BEDS ARE PRE-MADE—ALL READY TO GET INTO. OTHER PULLMAN ACCOMMODATIONS INCLUDE...

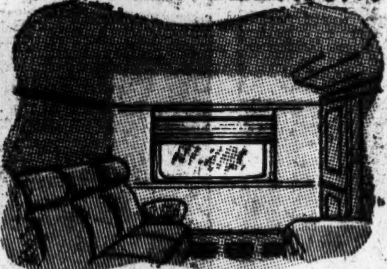


A COMPARTMENT



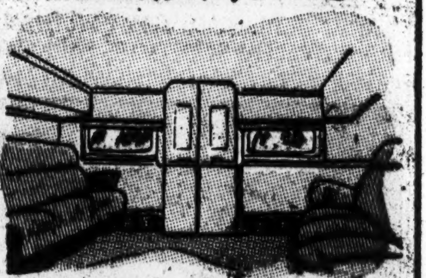
COMPARTMENTS HAVE AMPLE ROOM TO SEAT FOUR PASSENGERS COMFORTABLY. AT NIGHT, THERE IS A COMFORTABLE BED AND UPPER BERTH. DURING THE DAY, OCCUPANTS HAVE A SOFA AND ALSO AN EASY CHAIR. EACH ROOM HAS LUGGAGE SPACE, COMPLETE TOILET FACILITIES, AND CLOTHES LOCKER.

A DOUBLE BEDROOM



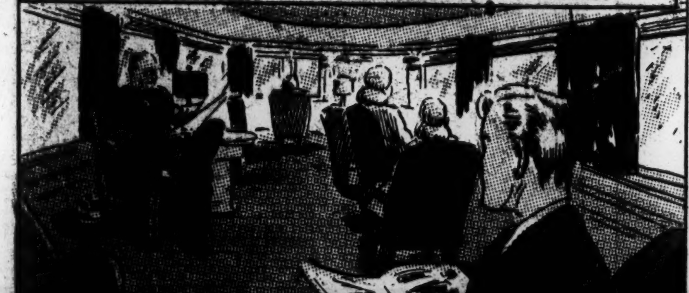
EACH DOUBLE BEDROOM HAS TWO BEDS. THE LOWER BED IS OF THE FOLDING, PRE-MADE TYPE. THE UPPER BERTH, WHICH IS STORED IN THE CEILING DURING THE DAY, IS OPERATED BY THE PORTER. CONVENIENCES INCLUDE WARDROBE LOCKER, FULL-LENGTH MIRROR, READING LIGHTS, HEAT CONTROL, AND CIRCULATING WATER.

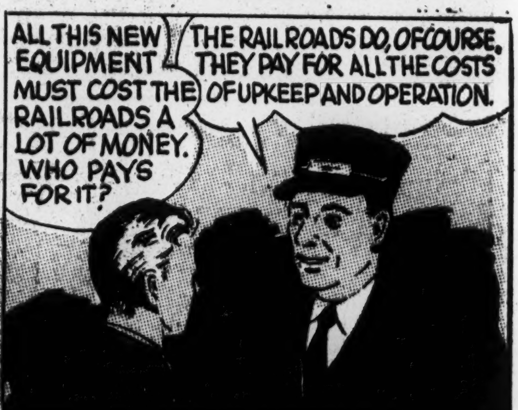
A BEDROOM SUITE



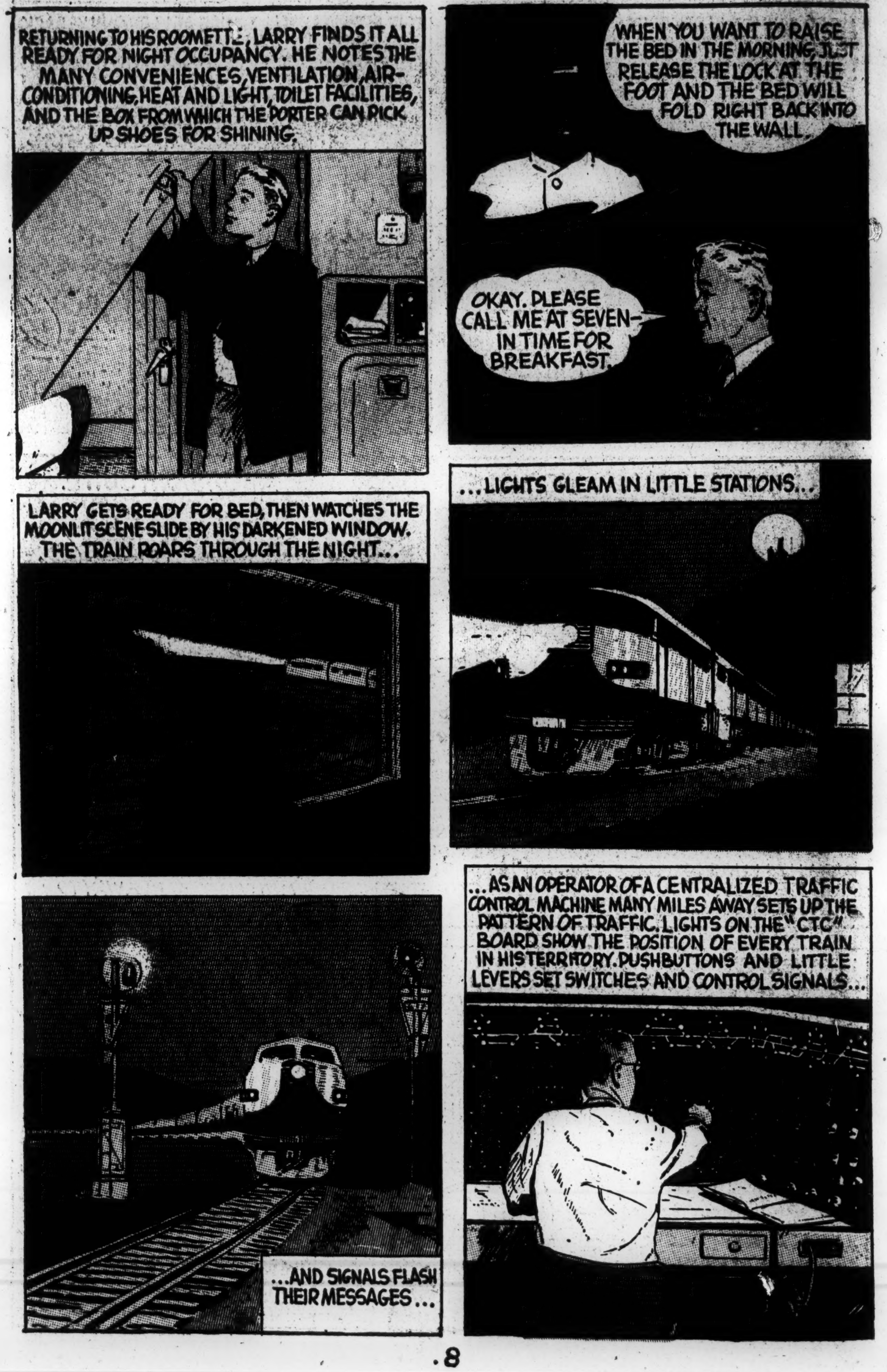
A BEDROOM SUITE IS AN ENCLOSED PRIVATE ROOM, AND CONTAINS A WIDE, COMFORTABLE SOFA, WHICH AT NIGHT IS MADE INTO A BED. FOLDING PARTITIONS PERMIT THE ROOMS TO BE KEPT AS INDIVIDUAL UNITS, OR OPENED TO MAKE ONE LARGE ROOM. FAMILY GROUPS FIND THIS A CONVENIENT AND COMFORTABLE WAY TO TRAVEL.

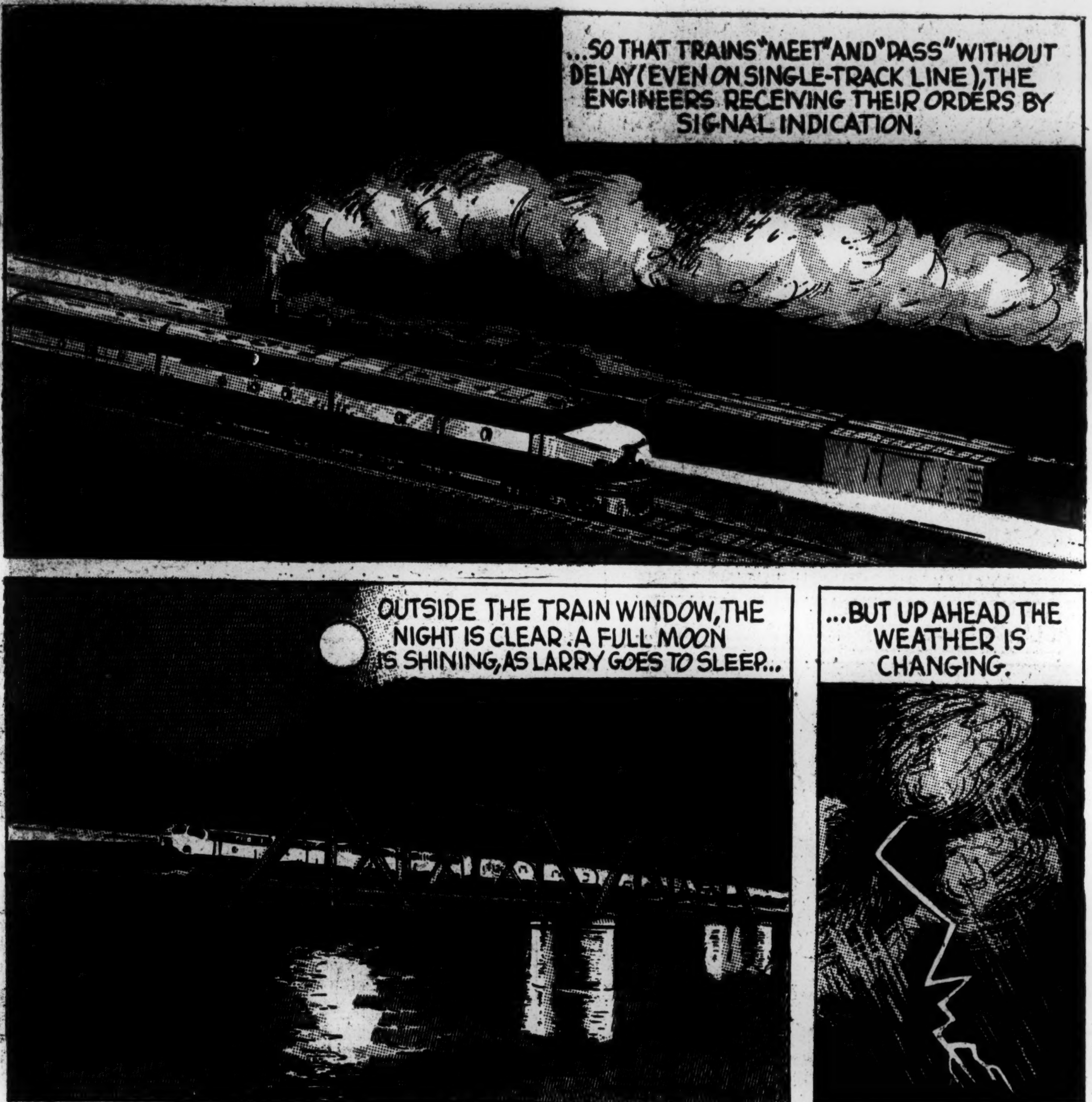
LARRY REACHES THE LAST CAR ON THE TRAIN—AN *OBSERVATION LOUNGE CAR*. THIS "LIVING ROOM" OF THE TRAIN IS FITTED WITH SOFT CARPETS, COMFORTABLE CHAIRS, SOFAS, WRITING TABLES, AND A BAY OF WINDOWS THROUGH WHICH *ONE* CAN WATCH THE SCENERY UNROLL.

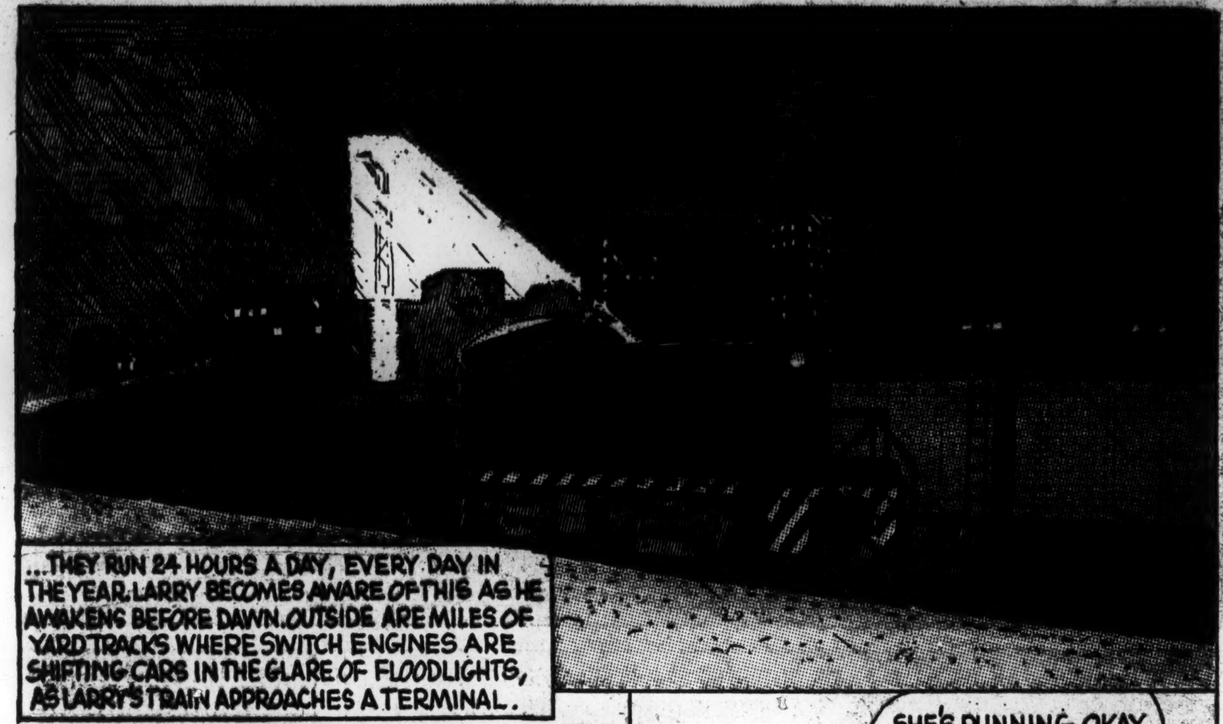



ALL THIS NEW EQUIPMENT MUST COST THE RAILROADS A LOT OF MONEY. WHO PAYS FOR IT?
THE RAILROADS DO, OF COURSE. THEY PAY FOR ALL THE COSTS OF UPKEEP AND OPERATION.

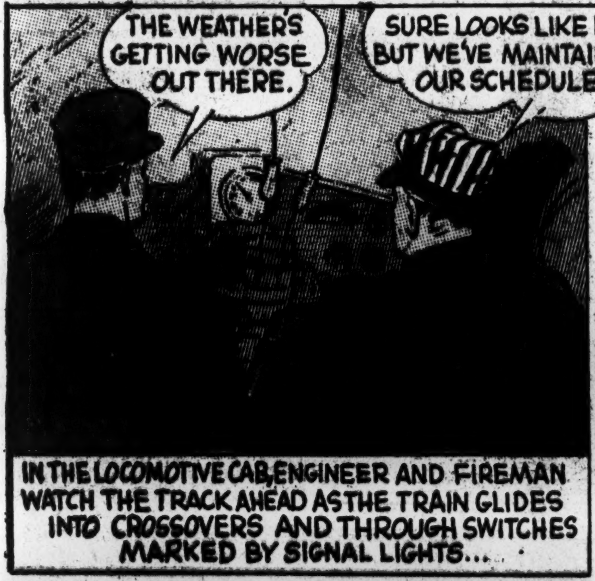
LARRY CHATS WITH THE TRAINMAN WHO TELLS HIM ABOUT THE NEW TYPES OF CARS AND LOCOMOTIVES BEING PUT INTO SERVICE BY THE RAILROADS.


RETURNING TO HIS ROOMETTE, LARRY FINDS IT ALL READY FOR NIGHT OCCUPANCY. HE NOTES THE MANY CONVENIENCES, VENTILATION, AIR-CONDITIONING, HEAT AND LIGHT, TOILET FACILITIES, AND THE BOX FROM WHICH THE PORTER CAN PICK UP SHOES FOR SHINING.
WHEN YOU WANT TO RAISE THE BED IN THE MORNING, JUST RELEASE THE LOCK AT THE FOOT AND THE BED WILL FOLD RIGHT BACK INTO THE WALL.
OKAY. PLEASE CALL ME AT SEVEN— IN TIME FOR BREAKFAST.
LARRY GETS READY FOR BED, THEN WATCHES THE MOONLIT SCENE SLIDE BY HIS DARKENED WINDOW. THE TRAIN ROARS THROUGH THE NIGHT...
...LIGHTS GLEAM IN LITTLE STATIONS...
...AND SIGNALS FLASH THEIR MESSAGES...
...AS AN OPERATOR OF A CENTRALIZED TRAFFIC CONTROL MACHINE MANY MILES AWAY SETS UP THE PATTERN OF TRAFFIC. LIGHTS ON THE "CTC" BOARD SHOW THE POSITION OF EVERY TRAIN IN HIS TERRITORY. PUSHBUTTONS AND LITTLE LEVERS SET SWITCHES AND CONTROL SIGNALS...

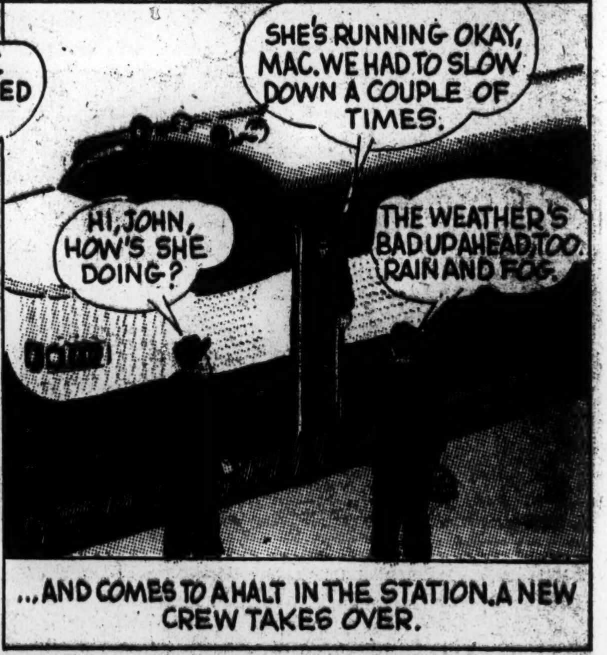

...SO THAT TRAINS "MEET" AND "PASS" WITHOUT DELAY (EVEN ON SINGLE-TRACK LINE), THE ENGINEERS RECEIVING THEIR ORDERS BY SIGNAL INDICATION.
OUTSIDE THE TRAIN WINDOW, THE NIGHT IS CLEAR. A FULL MOON IS SHINING, AS LARRY GOES TO SLEEP...
...BUT UP AHEAD THE WEATHER IS CHANGING.
A FEW HOURS LATER, THE TRAIN IS RUNNING THROUGH A HEAVY STORM. WHATEVER THE WEATHER, RAILROADS NEVER CLOSE DOWN...



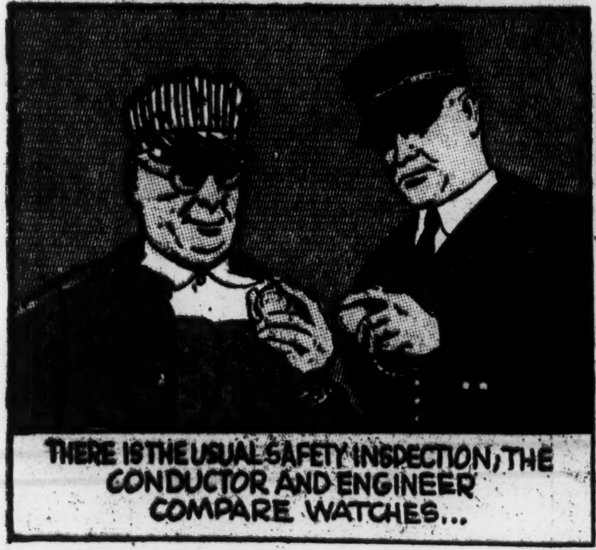
...THEY RUN 24 HOURS A DAY, EVERY DAY IN THE YEAR. LARRY BECOMES AWARE OF THIS AS HE AWAKENS BEFORE DAWN. OUTSIDE ARE MILES OF YARD TRACKS WHERE SWITCH ENGINES ARE SHIFTING CARS IN THE GLARE OF FLOODLIGHTS, AS LARRY'S TRAIN APPROACHES A TERMINAL.


THE WEATHER'S GETTING WORSE OUT THERE.
SURE LOOKS LIKE IT. BUT WE'VE MAINTAINED OUR SCHEDULE.

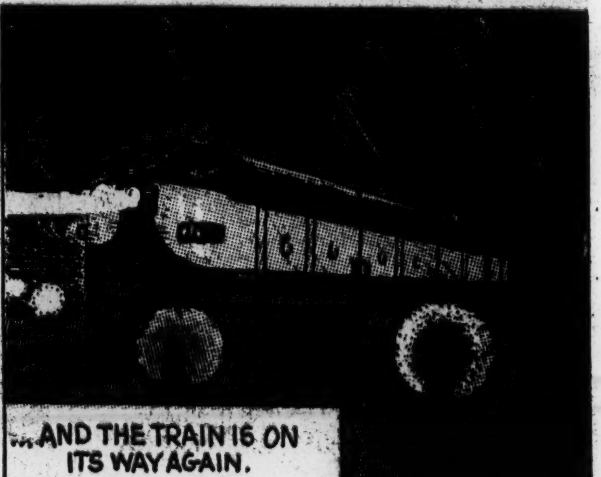
IN THE LOCOMOTIVE CAB, ENGINEER AND FIREMAN WATCH THE TRACK AHEAD AS THE TRAIN GLIDES INTO CROSSOVERS AND THROUGH SWITCHES MARKED BY SIGNAL LIGHTS...


HI, JOHN, HOW'S SHE DOING?
SHE'S RUNNING OKAY, MAC. WE HAD TO SLOW DOWN A COUPLE OF TIMES.
THE WEATHER'S BAD UP AHEAD TOO. RAIN AND FOG.

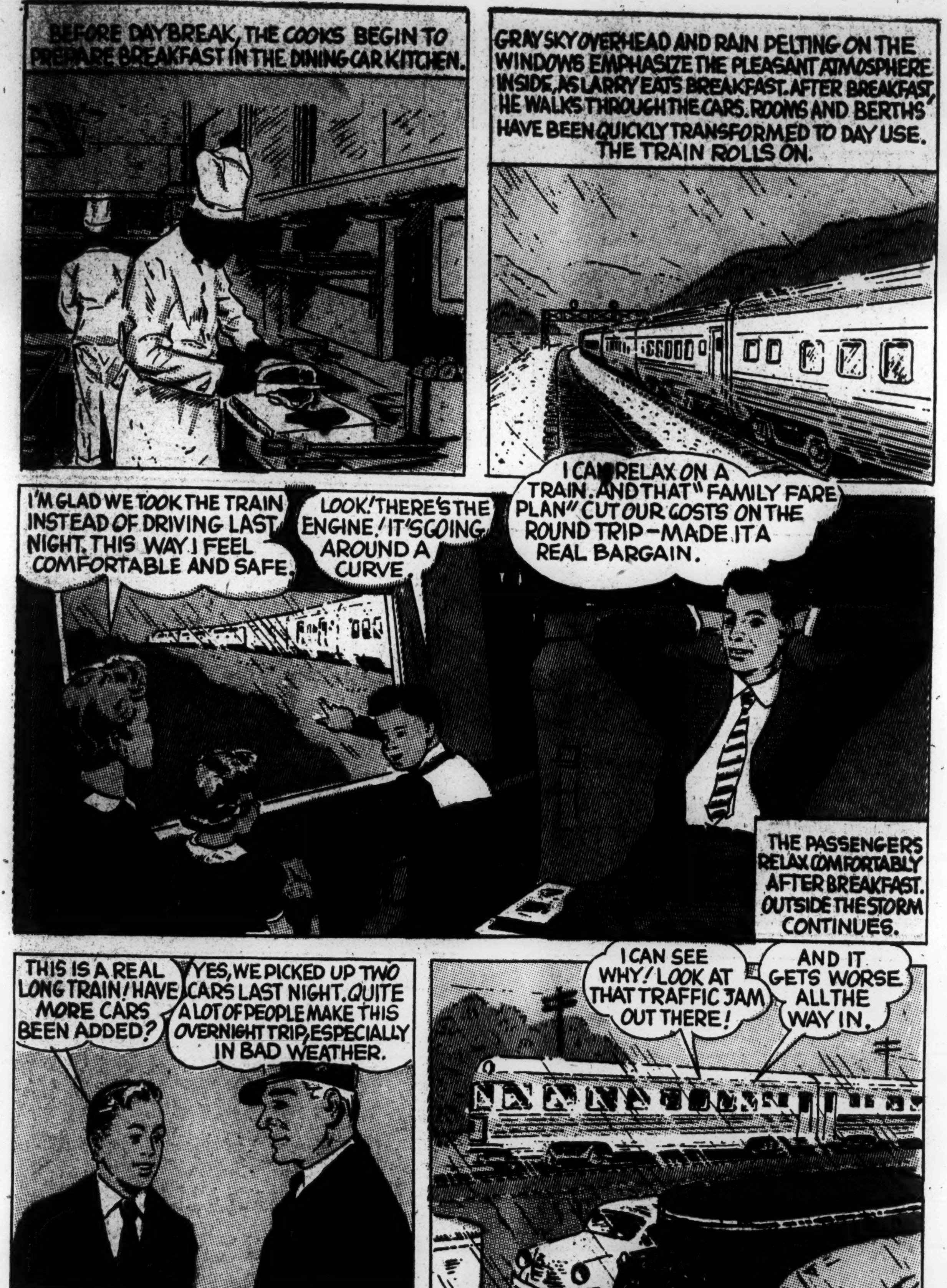
...AND COMES TO A HALT IN THE STATION. A NEW CREW TAKES OVER.

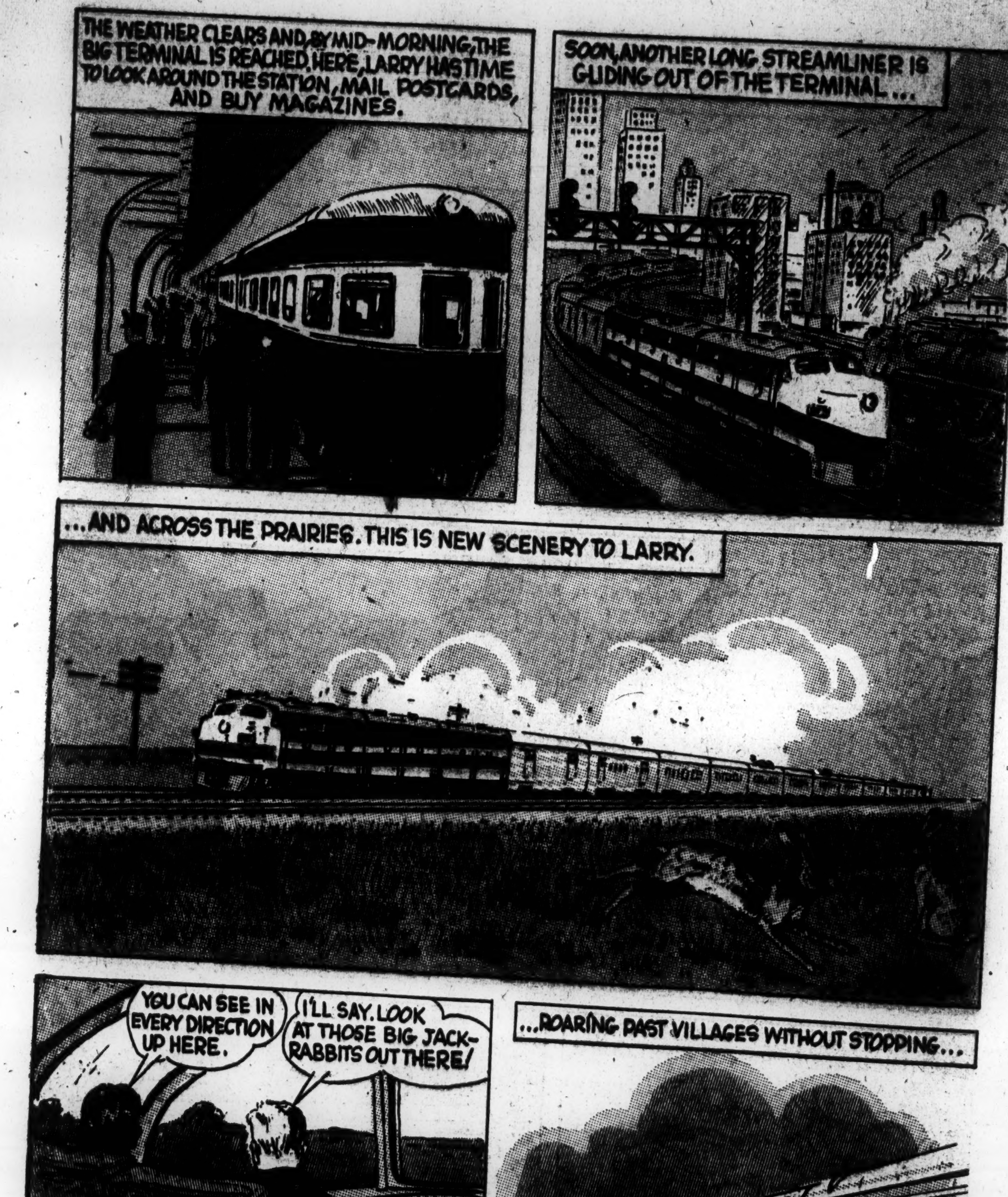


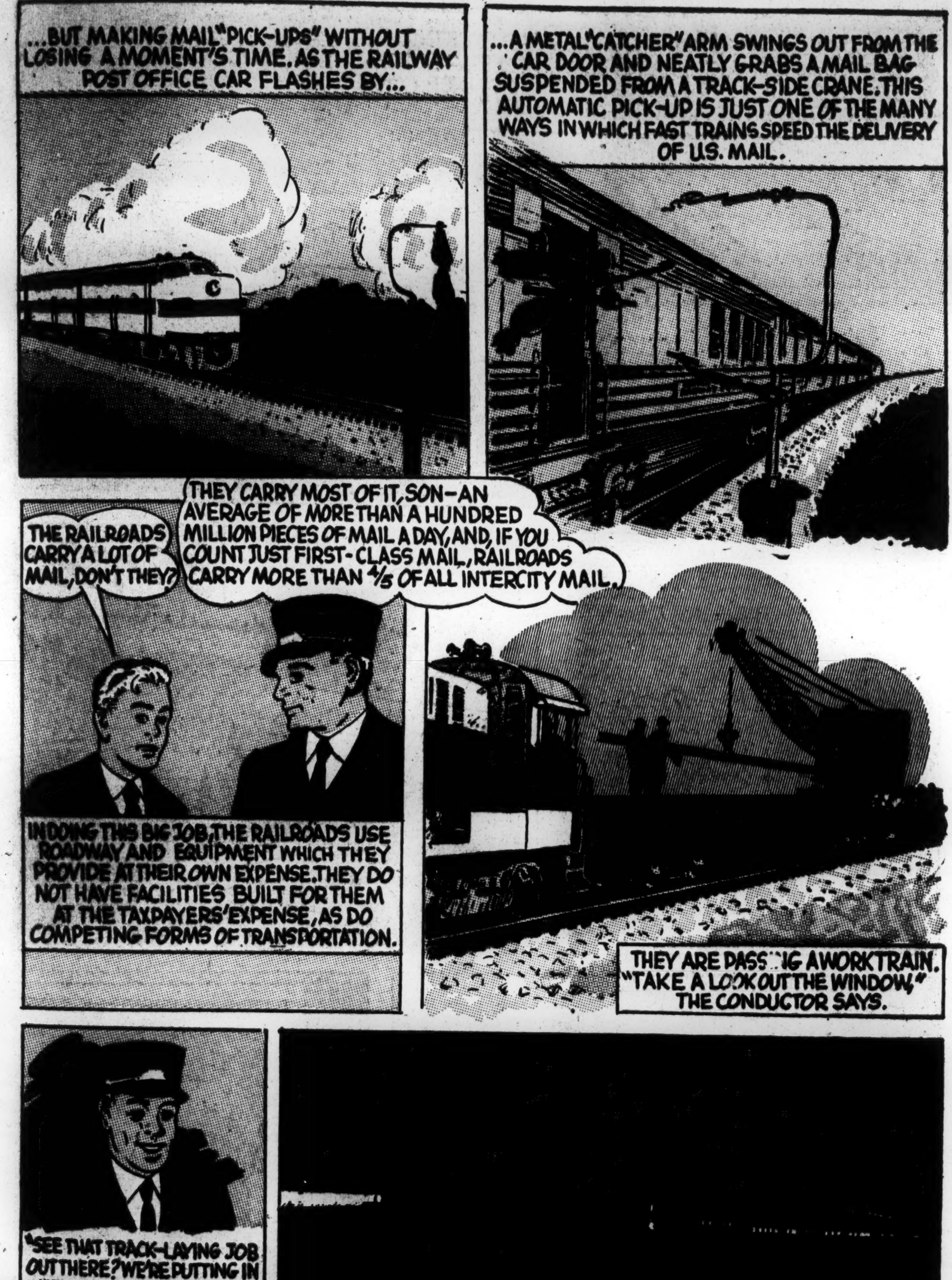
THERE IS THE USUAL SAFETY INSPECTION; THE CONDUCTOR AND ENGINEER COMPARE WATCHES...

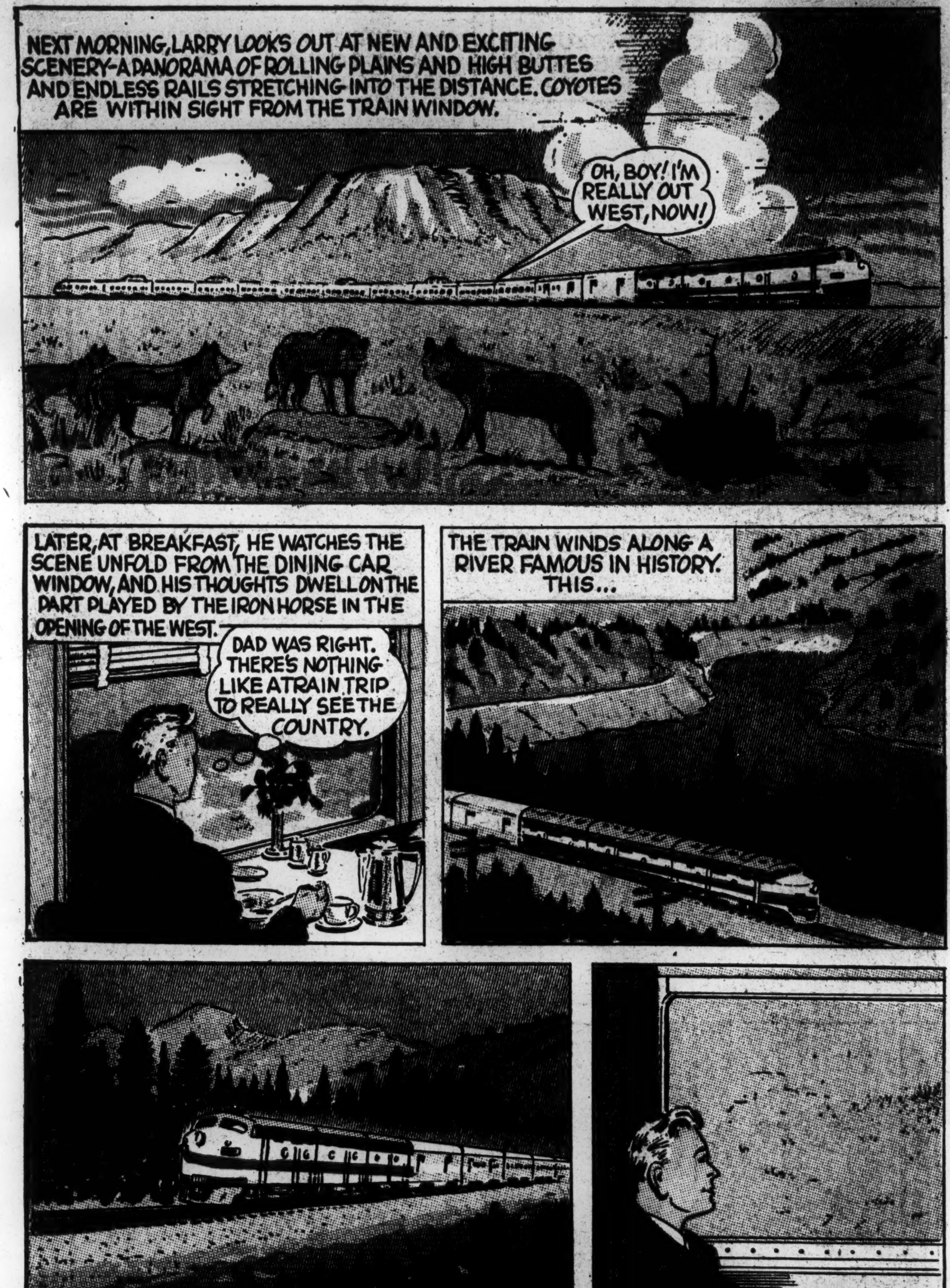


...AND THE TRAIN IS ON ITS WAY AGAIN.

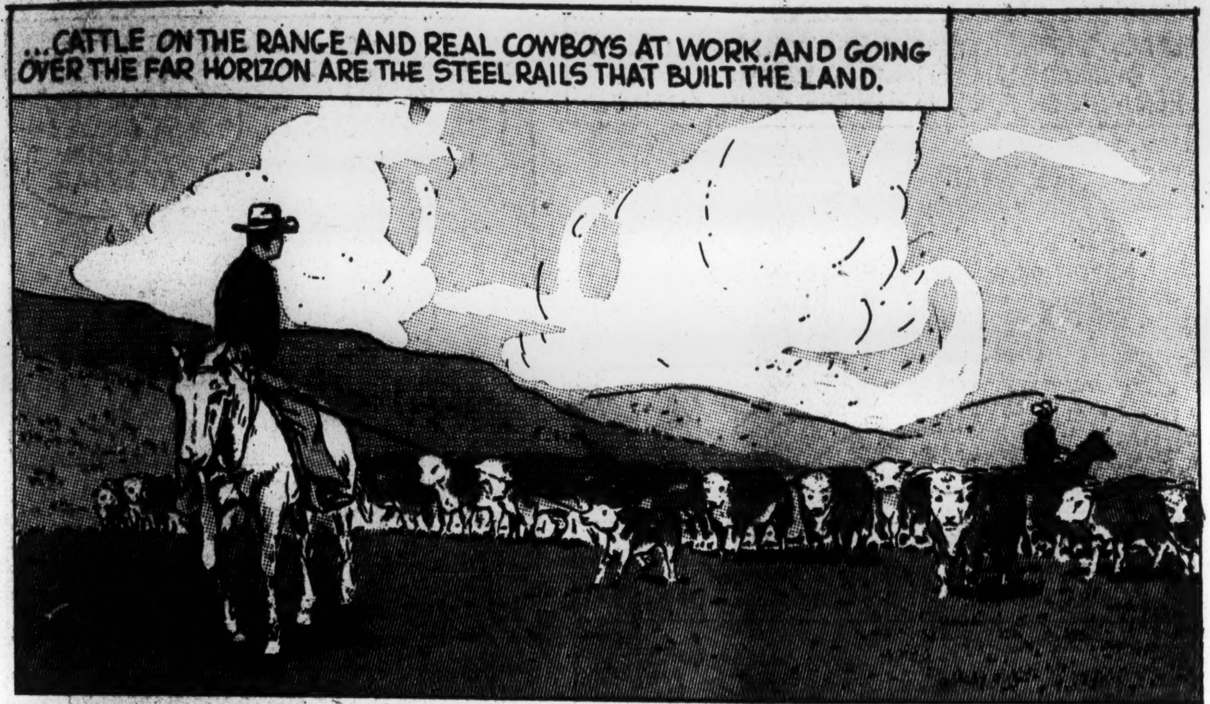

BEFORE DAYBREAK, THE COOKS BEGIN TO PREPARE BREAKFAST IN THE DINING CAR KITCHEN.
GRAY SKY OVERHEAD AND RAIN PELTING ON THE WINDOWS EMPHASIZE THE PLEASANT ATMOSPHERE INSIDE, AS LARRY EATS BREAKFAST. AFTER BREAKFAST, HE WALKS THROUGH THE CARS. ROOMS AND BERTHS HAVE BEEN QUICKLY TRANSFORMED TO DAY USE. THE TRAIN ROLLS ON.
I'M GLAD WE TOOK THE TRAIN INSTEAD OF DRIVING LAST NIGHT. THIS WAY I FEEL COMFORTABLE AND SAFE.
LOOK! THERE'S THE ENGINE! IT'S GOING AROUND A CURVE
I CAN RELAX ON A TRAIN. AND THAT "FAMILY FARE PLAN" CUT OUR COSTS ON THE ROUND TRIP - MADE IT A REAL BARGAIN.
THE PASSENGERS RELAX COMFORTABLY AFTER BREAKFAST. OUTSIDE THE STORM CONTINUES.
THIS IS A REAL LONG TRAIN! HAVE MORE CARS BEEN ADDED?
YES, WE PICKED UP TWO CARS LAST NIGHT. QUITE A LOT OF PEOPLE MAKE THIS OVERNIGHT TRIP, ESPECIALLY IN BAD WEATHER.
LARRY WALKS BACK TO THE OBSERVATION LOUNGE WHERE HE IS GREETED WITH A FRIENDLY "GOOD MORNING" FROM THE TRAINMAN.
I CAN SEE WHY! LOOK AT THAT TRAFFIC JAM OUT THERE!
AND IT GETS WORSE ALL THE WAY IN.

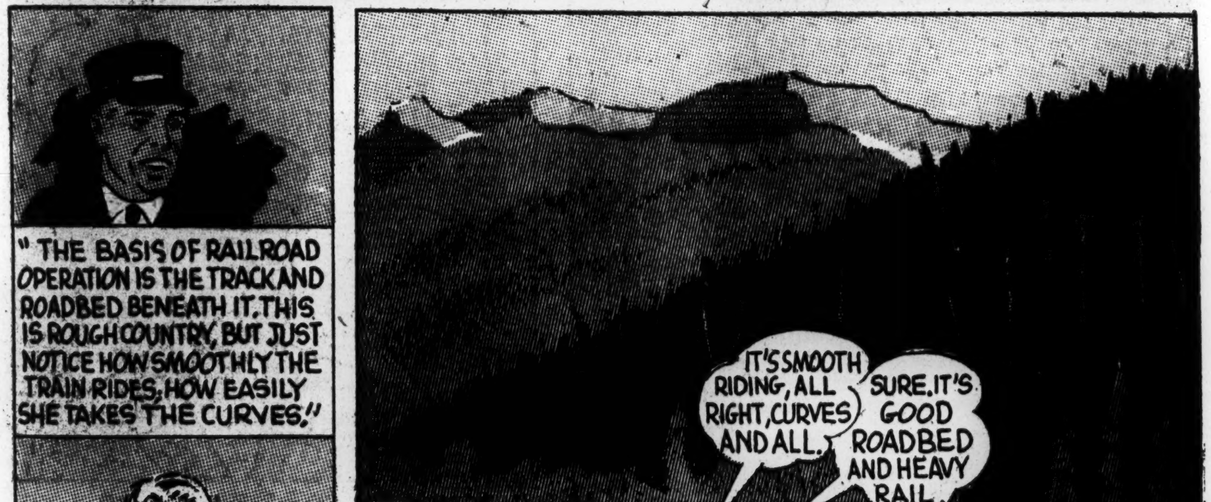

THE WEATHER CLEARS AND, BY MID-MORNING, THE BIG TERMINAL IS REACHED. HERE, LARRY HAS TIME TO LOOK AROUND THE STATION, MAIL POSTCARDS, AND BUY MAGAZINES.
SOON, ANOTHER LONG STREAMLINER IS GLIDING OUT OF THE TERMINAL...
...AND ACROSS THE PRAIRIES. THIS IS NEW SCENERY TO LARRY.
YOU CAN SEE IN EVERY DIRECTION UP HERE.
I'LL SAY. LOOK AT THOSE BIG JACK-RABBITS OUT THERE!
JOINED BY A BOY OF HIS OWN AGE, HE GOES UP IN A DOME CAR FOR A ROOF-TOP VIEW. THE TRAIN SPEEDS THROUGH LEVEL FARMLANDS...
...ROARING PAST VILLAGES WITHOUT STOPPING...


...BUT MAKING MAIL "PICK-UPS" WITHOUT LOSING A MOMENT'S TIME. AS THE RAILWAY POST OFFICE CAR FLASHES BY...
...A METAL "CATCHER" ARM SWINGS OUT FROM THE CAR DOOR AND NEATLY GRABS A MAIL BAG SUSPENDED FROM A TRACK-SIDE CRANE. THIS AUTOMATIC PICK-UP IS JUST ONE OF THE MANY WAYS IN WHICH FAST TRAINS SPEED THE DELIVERY OF U.S. MAIL.
THE RAILROADS CARRY A LOT OF MAIL, DON'T THEY?
THEY CARRY MOST OF IT, SON—AN AVERAGE OF MORE THAN A HUNDRED MILLION PIECES OF MAIL A DAY, AND, IF YOU COUNT JUST FIRST-CLASS MAIL, RAILROADS CARRY MORE THAN 4/5 OF ALL INTERCITY MAIL.
IN DOING THIS BIG JOB, THE RAILROADS USE ROADWAY AND EQUIPMENT WHICH THEY PROVIDE AT THEIR OWN EXPENSE. THEY DO NOT HAVE FACILITIES BUILT FOR THEM AT THE TAXPAYERS' EXPENSE, AS DO COMPETING FORMS OF TRANSPORTATION.
THEY ARE PASSING A WORKTRAIN. "TAKE A LOOK OUT THE WINDOW," THE CONDUCTOR SAYS.
"SEE THAT TRACK-LAYING JOB OUT THERE? WE'RE PUTTING IN NEW AND HEAVIER RAIL. THAT KIND OF WORK GOES ON ALL THE TIME AND THE RAILROADS PAY FOR IT THEMSELVES. THEY PAY THEIR OWN WAY—JUST REMEMBER THAT."
TIME PASSES SWIFTLY FOR LARRY, WITH SO MUCH TO WATCH AND SO MANY SENSATIONS TO ABSORB. SOON, IT IS NIGHT AGAIN.


NEXT MORNING, LARRY LOOKS OUT AT NEW AND EXCITING SCENERY—A PANORAMA OF ROLLING PLAINS AND HIGH BUTTES AND ENDLESS RAILS STRETCHING INTO THE DISTANCE. COYOTES ARE WITHIN SIGHT FROM THE TRAIN WINDOW.
OH, BOY! I'M REALLY OUT WEST, NOW!
LATER, AT BREAKFAST, HE WATCHES THE SCENE UNFOLD FROM THE DINING CAR WINDOW, AND HIS THOUGHTS DWELL ON THE PART PLAYED BY THE IRON HORSE IN THE OPENING OF THE WEST.
DAD WAS RIGHT. THERE'S NOTHING LIKE A TRAIN TRIP TO REALLY SEE THE COUNTRY.
THE TRAIN WINDS ALONG A RIVER FAMOUS IN HISTORY. THIS...
...AND OTHER VIEWS BRING SCHOOL LESSONS VIVIDLY TO MIND. ABSORBED IN THE EVER-CHANGING PANORAMA...
...LARRY SETTLES DOWN AT HIS WINDOW. THERE ARE VIEWS OF WIDE GRASSLANDS...

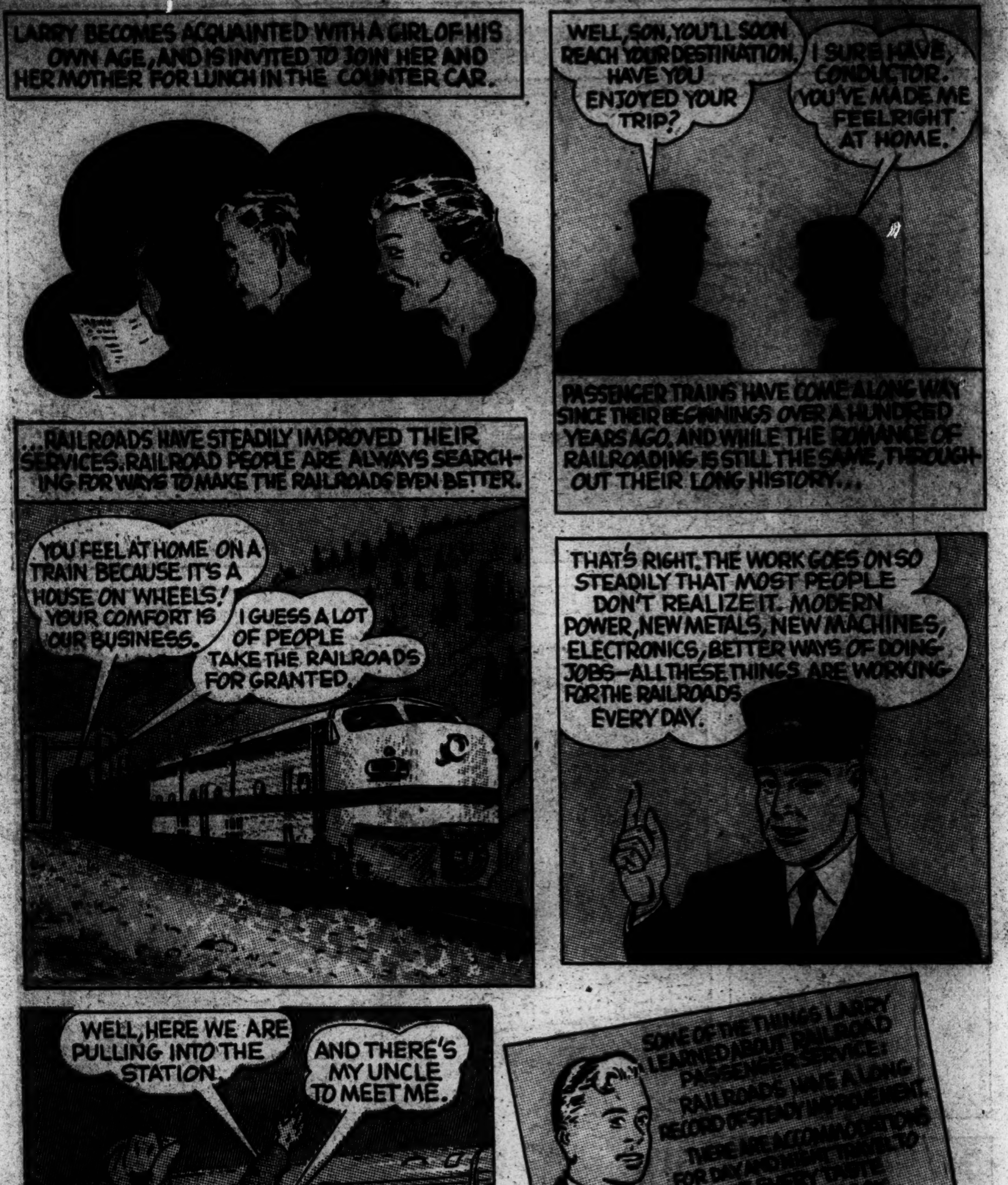
...CATTLE ON THE RANGE AND REAL COWBOYS AT WORK. AND GOING OVER THE FAR HORIZON ARE THE STEEL RAILS THAT BUILT THE LAND.




IT'S SMOOTH RIDING, ALL RIGHT, CURVES AND ALL.
SURE. IT'S GOOD ROADBED AND HEAVY RAIL.

"THE BASIS OF RAILROAD OPERATION IS THE TRACK AND ROADBED BENEATH IT. THIS IS ROUGH COUNTRY, BUT JUST NOTICE HOW SMOOTHLY THE TRAIN RIDES, HOW EASILY SHE TAKES THE CURVES."

IT IS IN MOUNTAINOUS SECTIONS THAT ROADBED AND TRACK TAKE THE TOUGHEST BEATING UNDER EVERY EXTREME OF WEATHER. THAT IS WHY RAILROADS SPEND SO MUCH TO LAY IT AND TO MAINTAIN IT CAREFULLY.


LARRY BECOMES ACQUAINTED WITH A GIRL OF HIS OWN AGE, AND IS INVITED TO JOIN HER AND HER MOTHER FOR LUNCH IN THE COUNTER CAR.
WELL, SON, YOU'LL SOON REACH YOUR DESTINATION. HAVE YOU ENJOYED YOUR TRIP?
I SURE HAVE, CONDUCTOR. YOU'VE MADE ME FEEL RIGHT AT HOME.
PASSENGER TRAINS HAVE COME A LONG WAY SINCE THEIR BEGINNINGS OVER A HUNDRED YEARS AGO. AND WHILE THE ROMANCE OF RAILROADING IS STILL THE SAME, THROUGHOUT THEIR LONG HISTORY...
...RAILROADS HAVE STEADILY IMPROVED THEIR SERVICES. RAILROAD PEOPLE ARE ALWAYS SEARCHING FOR WAYS TO MAKE THE RAILROADS EVEN BETTER.
YOU FEEL AT HOME ON A TRAIN BECAUSE IT'S A HOUSE ON WHEELS! YOUR COMFORT IS OUR BUSINESS.
I GUESS A LOT OF PEOPLE TAKE THE RAILROADS FOR GRANTED.
THAT'S RIGHT. THE WORK GOES ON SO STEADILY THAT MOST PEOPLE DON'T REALIZE IT. MODERN POWER, NEW METALS, NEW MACHINES, ELECTRONICS, BETTER WAYS OF DOING JOBS—ALL THESE THINGS ARE WORKING FOR THE RAILROADS EVERY DAY.
WELL, HERE WE ARE PULLING INTO THE STATION.
AND THERE'S MY UNCLE TO MEET ME.
SOME OF THE THINGS LARRY LEARNED ABOUT RAILROAD PASSENGER SERVICE:
RAILROADS HAVE A LONG RECORD OF STEADY IMPROVEMENT.
THERE ARE ACCOMMODATIONS FOR DAY AND NIGHT TRAVEL TO SUIT EVERY TASTE AND POCKETBOOK.
MODERN PASSENGER TRAINS ASSURE YOU A FAST, COMFORTABLE AND SAFE JOURNEY. (YOU ARE SAFER TRAVELING BY TRAIN THAN BY ANY OTHER MODE OF TRANSPORTATION)
RAILROADS ARE PRIVATE ENTERPRISE. THEY PAY THEIR OWN WAY.
AMERICA'S GREAT NEW "STREAMLINED" TRAINS ARE ROLLING ON THE HIGH IRON TODAY.

1-55 · 3000 M · G. B. P.

SCHOOL AND COLLEGE SERVICE
ASSOCIATION OF AMERICAN RAILROADS
TRANSPORTATION BUILDING, WASHINGTON 6, D. C.

SAGA OF THE PORTER
(Pullman and Railroad)

What Happened To The Porter Before And After The Coming Of The Brotherhood

I

A. Illustrate: Porters in outer lobby of office of district superintendent in tired and dejected condition waiting to be called in to be balled out for some alleged delinquency or to request restoration to job.

B. Illustrate: Porter being told by office boy: "The Superintendent says to go home and stay until he calls you."

C. Illustrate: Porter standing before desk of superintendent with hat in hand, disconsolate and scared about the prospects of losing his job, saying: "If you will let me off this time I will never do it again": while superintendent, in a rage, reads him the Riot Act, but says: "I will let you off this time but if you ever come before me again, you are through."

D. Illustrate: Porter, in trouble, appealing to influential passenger on train to speak to Pullman management in his behalf.

E. Illustrate: Group of porters getting petitions signed to present to the management for a little more pay.

II

Growing Discontent ~~And~~ with PETITION AND Method and Treatment of the Company

A. Illustrate: During the First World War porters' efforts to organize failed because of too many little committees purporting to represent porters with government railroad administration.

III

After First World War Company Established Plan Of Employee Representation (Company Union)

A. Illustrate: Table in room with four representatives (white on one side and eighteen representatives colored, on the other labeled wage conference).

B. Illustrate: Company union representatives subject to discharge by management representatives.

C. Illustrate: Porters had no rights. Management was bound ~~through~~ to respect.

D. Illustrate: Employees' representation fearing the loss of jobs were afraid to speak up to management in the interest of their fellow workers.

E. Illustrate: Regardless of evidence in favor or against ~~alleged~~ aggrieved porters at the conclusion of every hearing of a case of a porter under the old plan of employee representation, motion was offered by a porter and adopted by representatives of the porters of the employees and the management to ~~the effect:~~ as follows: "I move that the contention of the management be sustained": the purpose of which was to establish that the management could never be wrong and the porters could never be right. Thus, the ~~alleged~~ aggrieved porter, right or wrong, was never restored to service if dismissed, for any cause, upon a basis of justice but if he was restored, it was upon a basis of mercy and, always after all the remedies under the plan of employee representation had been exhausted.

IV

Beginning Of The Brotherhood of Sleeping Car Porters

1925 - August 25

A. Illustrate: Six porters sitting in room in tenement house around table on which sits dim lamp, in serious discussion about forming a bona fide trade union. Label porter in certer "Totten", saying: "The Plan~~ned~~ of employee representation won't work because it is owned and controlled by the management and porters, under it, who attempt to buck the management, are subject to be fired.

B. Illustrate: Great crowd of porters going into hall at night marked "Elk's Auditorium" to listen to A. Philip Randolph, General Organizer speak at union meeting.

C. Illustrate: Next day, several porters labeled "stool pigeons" sneaking into office of superintendent to inform on porters they had seen and checked attending Brotherhood meeting in Elk's Auditorium.

D. Illustrate: Porter emerging from Pullman office, head down, and a porter asking, "What is the matter?, lost your job?", with the porter saying: "Yes."

E. Illustrate: Another porter asking: "How come, the union?"

F. Illustrate: The dejected porter replying pitifully, "Yes."

G. Illustrate: Porters backing away from dejected porter saying: " I told you so. Your head was hard, you should 've ~~have~~ let that thing - The Brotherhood, alone. Now tell me what can that Randolph who hasn't got a quarter do for you."

H. Illustrate: An upstanding porter standing in front of the discharged porter, patting him on the shoulder, saying: "Don't get discouraged and give up the fight, Brother, you can now act as an organizer for the union. They can't fire you now for your union activities because you are already fired."

Brotherhood Crusade

I. Illustrate: Randolph and Totten, without hats, with ragged suitcases, boarding train to carry Brotherhood message to the four corners of the USA to organize the porters.

J. Illustrate: The first and fundamental aim of the Brotherhood of Sleeping Car Porters' crusade was recognition as a bona fide collective bargaining agent of Pullman porters in the making and maintaining of agreements.

Show Randolph and Totten addressing meetings in Chicago, St Louis, Kansas City, Omaha, Denver, Salt Lake City - Los Angeles, Oakland, Portland, Seattle, Buffalo, Boston - Washington -

Representation Election

A. Illustrate: Long line of porters entering polling places in post office to join in the first national election held under the amended Railway Labor Act, 1934, in New York - Chicago - Washington - St. Louis - Oakland - Los Angeles.

B. Illustrate: Porters dropping ballots in ballot box while election officials of the National Mediation Board and the representative of the Brotherhood and the representative of the Company Union, Pullman Porters and Maids Protective Association, look on.

C. Illustrate: B. S. C. P. wins election 1935.

D. Illustrate: Large group of porters in ~~station~~ streets celebrating the election.

E. Illustrate: First conference of the BSCP with the Pullman management.

F. Illustrate: BSCP's Agreement Committee entering Pullman building in

Chicago with brief cases - led by A. Philip Randolph, Ashley L. Totten, M. P. Webster, Benny Smith, E. J. Bradley, C. L. Dellums and T. T. Patterson.

G. Illustrate: Long conference table in large room with representatives of management on one side and representatives of BSCP on the other.

H. Illustrate: Signing first agreement.

I. Illustrate: Long table in large room with representatives of the Pullman Company on one side, representatives of the Brotherhood on the other, with Randolph and Champ Carey, Executive Vice President of the Pullman Company, signing agreement.

Wages Of Porters Before B. S. C. P.

Wages of Porters After Coming Of B. S. C. P.

Rate Per Hour Of Porters Before B. S. C. P.

Rate Per Hour Of Porters After Coming Of B. S. C. P.

Overtime Of Porters Before B. S. C. P.

Overtime Of Porters Since The Coming Of B. S. C. P.

Work Month Before B. S. C.P.

After Coming of B. S. C. P. 1925 - work month:

11,000 miles or 366 hours.

After the coming of B. S. C. P. - work month:

240 hours - 1937

205 hours -

Pension

Before B. S. C. P. voluntary pension given to porters amended to $18 per month. Porters made no contribution to this pension. After the coming of B. S. C. P., Railroad Retirement Act, Unemployment Act, Workmen's Compensation benefits, vacation with pay.

Extra Porters Before B. S. C. P.

Extra Porters After the Coming of B. S. C. P.

Porters' Labor Affiliations Before B. S. C.P.

Porters' Labor Affiliations After The Coming of B. S. C. P.

Porters

Illustrate: Porters leaders setting up Ladies
Auxiliary —

Show leaders of Ladies Auxiliary — Sisters Davidson & Tucker
addressing porters women
relatives

THE PORTER AFTER THE COMING OF THE BROTHERHOOD

Transition: From Company Union organization to bona fide trade union organization

National election held under auspices of the National Mediation Board - May, 1935

Votes for the Brotherhood - 5,931
Votes for Pullman Porters Protective Association - 1,422

Recognition: In 1937, Brotherhood recognized by Pullman Management

Illustrate - Signing of contract in Pullman office in Chicago.

Wages:

1937-41	$ 89.50
1941-43	113.50
1943-46	137.50
1946-47	181.90
1947-48	219.10
1948-49	235.90
1951	259.08
1954	304.18

Rate per Hour:

Minimum rate of 18 cents per hour increased to $1.54 per hour

Working Conditions:

Improvement in layovers.

Abolition of smoking room as porter's place to sleep

Illustrate -
Porters sleeping in uppers, lowers, roomettes, in comparison to porters sleeping in smoking room crowded with men smoking.

Injuries:

Porters receive Workmen's Compensation benefits for injuries, and also, through the Brotherhood, secure settlement for damages either in or out of the courts and continue to work for the Company.

Illustrate -

Pensions:

W hile still inadequate, pensions ar higher because the Brotherhood, through collective bargaining, has increased the wages of porters, upon which pensions are based. As wages of porters are incseased from time to time, through Brotherhood action, pensions of porters will also go up.

Workmen's Compensation:

Workmen's Compensation benefits, unemployment insurance benefits and sickness benefits are also affected by wages porters receive. They are low if wages are low - they are high if wages are high.

Illustrate -

Vacation:

Illustrate - Significance of vacation and the rise and development of one week to two weeks with pay.

Claims:

Claims have been paid ranging into the hundreds of thousands of dollars.

Return to Work:

Porters' job security protected by the rules of the agreement, outstanding one of which is, no porter shall be disciplined without proof of his guilt beyond a reasonable doubt. Because of the Brotherhood's grievance rules, hundreds of porters unjustly disciplined have been put back to work and, in many cases, paid for lost time.

Status: Members of the Brotherhood have had greater improvement in dignity, on and off the job, because the Organization is affiliated with the major labor movements of America and Canada, including A. F. of L., Railway Labor Execuives' Assoc. Trades and Labor Congress of Canada, and twenty-two unions designated with right to select members of the National Railroad Adjustment Board. Porters, along with engineers, firemen, brakemen, train conductors, through the Brotherhood, pay their share to maintain governmental machinery for the adjustment of grievances and calims; namely, the National Railroad Adjustment Board.

Joining Fees, Dues, Assessments, etc.

Joining Fee	$25.00
Monthly Dues	4.00
Annual Tax	10.00

Hours of Work:

1937 - 240 hours

1949 - 205 hours

Extra Men:

Extra men have regulated layovers for the purpose of fixing their place on the extra board. Rule provides that they be paid 18 hours out of each 24 hour period and 24 hours if they work a full day. Extra men also have the benefit of unemployment insurance when they are furloughed.

* * * * * * * * * *

A

BRIEF HISTORY

OF THE

ORGANIZING

OF THE

BROTHERHOOD OF SLEEPING CAR PORTERS

AN INTERNATIONAL UNION

* * * * * * * * * *

THE BROTHERHOOD OF SLEEPING CAR PORTERS

The Brotherhood of Sleeping Car Porters was organized August 25, 1925. Like many other labor organizations, it was the outgrowth of injustices practiced against the employes by employers over many years. Although porters were employed in what now operates as The Pullman Company since 1867 and as the contact between the Company and the travelling public had aided the Company in amassing a healthy fortune, the average porter's wage was at the rate of $72.50 per month when the Brotherhood of Sleeping Car Porters was organized under the leadership of A. Philip Randolph who had gained quite some prominence as a liberal, lecturer and writer.

The Brotherhood of Sleeping Car Porters was the crowning glory of several abortive attempts of porters to organize into a bona-fide trade union since 1910. It was easy for The Pullman Company to destroy these attempts at organization in the past, because the leaders of the other attempts were, in the main, Pullman porters. Through the spy system maintained by the Company, members of the organization were exposed and victimized. The morale of the men was broken by tactics so well known in the conducting of modern industrialism and the organization would cease to exist as such.

Among some of these organizations may be mentioned, The Brotherhood of Sleeping Car Porters' Protective Union, and several local organizations in the American Federation of Labor under the jurisdiction of the Hotel Workers' Alliance and the Railroad Men's Benevolent Industrial Association. These sprung up during the time when The Pullman Company came under the United States Railroad Administration, which was quite favorable to labor organizations. Little progress was made by these organizations because their energies were dissipated in wrangling among themselves rather than uniting in the interest of the groups they served. Thus, a hearing granted them under the administration in 1918 proved abortive.

The average wage of Pullman porters at that time was at the rate of $47.50 per month. Before the close of the Governmental Administration, the porters were receiving the rate of $60.00 per month.

Under the Transportation Act of 1920, the Employes' Plan of Representation of The Pullman Company was set up. The flagrant injustices that were bred and flourished under this plan, exposed its futility as an instrument to secure economic justice for employes and fired the zeal, while crystallizing the determination of the progressive group among the porters and maids, to organize into a bona-fide labor organization where collective bargaining could be exercised. The past experience pointed out that this could only be done under a strong, courageous, well-informed and honest leader - A. Philip Randolph was the answer.

In 1924, after a conference with representatives of The Pullman Company and employes, under the Employes' Plan of Representation, the wages of porters were increased to $67.50 per month. Two years later, when a determined fight was being waged by The Brotherhood of Sleeping Car Porters to withstand the onslaught of The Pullman Company to destroy it by all resources at its command, another conference was called and another increase of $5.00 was granted to the porters by the Company, making the pay $72.50 per month. This, however, did not stop the Brotherhood's march.

It must be explained that the Pullman porters, in company with the majority of Negro workers, were a virgin group so far as their knowledge and belief in the great value of labor organizations to workers, in advancing their welfare, was concerned. Yet, the following factors made them a fertile field for organization; Their wages were small, hours long and the adjustment of their grievances was purely a matter of managerial whims. Any method that offered correction of these maladjustments, such as that of the Brotherhood, seemed alluring, in spite of the mass of propaganda against it from Negro press and pulpit, from professional and non-professional men, as well as from "stools" planted among the group. President Randolph, ably assisted by Ashley L. Totten, one of the men who sat in conference with President Randolph on August 25th, 1925 when the Brotherhood was organized, travelled from coast to coast carrying on a general campaign of education. M. P. Webster, now First International Vice-President, carried on the work in the middle west. Bennie Smith, Second International Vice-President, journeyed through the south and was later stationed in Detroit. E. J. Bradley, Third International Vice-President, carried on the educational program in St. Louis and in the south west, while C. L. Dellums, Fourth International Vice-President, did splendid work on the Pacific coast. Other men who played important roles in the movement at this time were, Roy Lancaster, then secretary-treasurer, W. D. DesVerney and Frank Crosswaith, now Chairman of The Negro Labor Committee and International Organizer of the International Ladies' Garment Workers' Union, beside a great number of porters in the service who carried on the work as they travelled from city to city and liberally supported the organization. This educational work has been conducted within the group by the officers of each division, during the entire life of the union and supplemented from time to time by outside speakers from various friendly labor organizations.

An Organizing Committee is maintained in every division. The Committee meets once a week and renders a general report of the activities among the members and non-members. The function of the Committee is to get new members, keep up the morale of the members, as well as to see that members maintain their obligations to the union and remain financial. General information in reference to the fundamentals of trade unionism is at all times disseminated in these meetings.

Labor conferences among Negro railroad workers are held at various times and places under the auspices of The Brotherhood to cement the groups involved, widen their education, as well as to strengthen their idealism and devotion to the cause of labor. Such conferences have been held in Washington, Jacksonville. St. Louis, Los Angeles, Tampa, Kansas City, Chicago, and New York and all have been successful.

Another contributory factor in the Chicago and New York Division in the education of the members of the B rotherhood of Sleeping Car Porters, is the Workers' Education Project. Series of lectures have been given by teachers from the Project on such subjects as: Company Unions, Trade Unions, Industrial Unions, Railroad Acts, Labor and Government, and the Social Security and Unemployment Insurance. A class formed in New York City for community singing was conducted by one of the Works Progress Administration teachers, with an appreciative degree of success. The average attendance of the singing class was about ten members; the lectures ranged from twenty-five to thirty in attendance. It is difficult to maintain educational classes among the Pullman porters, because of the nature of their work. These men spend a great deal of time away from home. Only a comparatively small number among the regular members have layovers on the same days each week. The rest periods of the extra porters are still more unpredictable. The Organizing Committee, which includes all members, is found to be the best medium through which an educational program may be pursued.

After the organization of the Brotherhood in 1925, its progress was rapid, in spite of the vicious onslaught against it by the Company and the discharge of key men throughout the service. The able leadership of President Randolph was equal to every occasion. In 1929, the Brotherhood was granted federal charters by the American Federation of Labor and operated under those charters until June 1936 when the Organization had "won its spur" and was granted an international charter. Under the former operation, the Organization had less voice and only one vote in the Federation conventions. In the latter, it has more voice and votes and may issue charters to other groups over which it claims jurisdiction, and the delegates to conventions of the American Federation of Labor are eligible to be placed on committees. Under the latter charter the Organization's per capita tax to the American Federation of Labor is much less.

The Pullman Company refused to recognize the Brotherhood of Sleeping Car Porters as a bargaining agent for the porters and maids. President Randolph invoked the National Mediation Board, then the Arbitration Board and the Interstate Commerce. Each Board recognized the merits of the case but was unable to aid the cause of the porters. A threatened strike in 1928 was postponed on advice of President William Green of the American Federation of Labor because he feared that failure in this proposed attempt to gain their objective may have tended to destroy the comparatively young and untried organization. In June 1934, Congress passed the Amended Railway Labor Act, which gave employes the right to organize and bargain collectively, through representatives of their own choosing, and the majority of any craft or class of employes had the right to determine who should be the representative of that craft or class.

President Randolph, in 1935, was successful in having Pullman porters classified as railroad men and they were, therefore, entitled to all benefits under this act. This gave the Organization, which had suffered in loss of membership during the depression, new life and impetus since, for it, the venom of the Employes' Plan of Representation had no longer any legal power under which the Company could maneuver its destruction. This plan, in action, was not a voluntary organization, as Federal Judge Woodward claimed when he rendered a decision against the Organization that had tried to restrain the company union by court action. It was controlled by the Pullman Company. However, the Organization was now faced with a **camouflaged** company union, officered by the officers of the now defunct Employes' Plan of Representation, yet favored by the Company and named the Pullman Porters and Maids Protective Association, which claimed to be an independent union that possessed the majority of porters as members. Thus, when the Brotherhood of Sleeping Car Porters again requested a conference with the Pullman Company it was denied in a reply from the Industrial Relations Department, on the grounds that they did not believe the Organization had the majority of members. A test was made, to determine this, by the National Board of Mediation, under the Amended Railway Labor Act and the Brotherhood won the election over the Protective Association by six thousand (6,000) to one thousand four hundred (1,400). On August 25, 1935, the Brotherhood of Sleeping Car Porters was formally certified as the bargaining agency of Pullman porters and maids. After a futile attempt by the Brotherhood to write an agreement with the Pullman Company, the Brotherhood invoked the services of the National Mediation Board in October 1935. On April 1, 1937, the mediation proceedings started under Mediator Robert F. Cole, in

Chicago, docketed as case A-181. Nearly five months later, on August 25th, 1937, the Pullman Company signed its first bona-fide agreement with the porters, attendants and maids. Vice-President Champ Carry signed for the Pullman Company and International President A. Philip Randolph for the Brotherhood of Sleeping Car Porters, exactly twelve years (12) after the organization of the union.

A new day had arrived for the Pullman porters, attendants and maids under this agreement. They gained in wages and working conditions approximately a million and a quarter dollars. Rule fifty of the agreement states: "An employe shall not be disciplined, suspended or discharged without a hearing." He is given the right to select his representatives, to produce and question witnesses and to have transcripts of the hearings. A case that is adversely decided against an employe in the original hearing may be carried through two appeals before higher officials of the Company and if not settled, it may be further appealed to the National Railroad Adjustment Board which is the final tribunal for railroad employes in the settlement of their grievances. When the gain to the employes under such a regulation is considered, it is nothing short of a Magna Charter of their working conditions.

The employe is now working under a two hundred and forty (240) hour basic month. H is pay starts when he reports for duty and stops when released from duty. Before this agreement was signed, the porter had to make eleven thousand (11,000) miles per month in order to get any overtime and work between three hundred (300) and four hundred (400) hours per month. The Porter who started work in the afternoon would work twelve (12) hours before his pay would start. Under this agreement, the porter is paid for twelve (12) out of every twenty four (24) hours for deadheading; for extended special tours (over seventy two (72) hours, he is given sixteen (16) hours per day. Each regular porter received, at the signing of the agreement, two (2) months' extra pay and the extra porter received pro-rata in accordance with the time made during the two (2) months in question -- August and September 1937. Another advantage is that a porter must be given a minimum of three (3) hours when "called and not used", as against nothing before the agreement was signed. The agreement called for a minimum wage of eighty-seven dollars and fifty cents ($87.50) per month which scales upward to one-hundred dollars and fifty cents ($100.50), the maximum for standard car employes.

The Organization does not carry any sick or death benefits for its members. However, each local division has a Sick Committee to look after sick members and render aid to them and their families when necessary. Contributions to carry on this work are voluntary. A great deal of valuable service is being rendered by these committees. It is the intention of the Organization to include sick and death benefits as a feature of the union at a later time.

When all the various advantages to these six thousand (6,000) porters, attendants and maids are considered, the Brotherhood of Sleeping Car Porters had done pioneer work in organizing black workers and has shown them the possibilities of progress through labor organizations and under the leadership of men of their race. It has brought new hope for their future economic welfare and general progress. Some of the outstanding achievements of the Organization are;

1. Organizing Pullman Porters into a bona-fide labor union and holding it intact in the face of the opposition of the Pullman Company

with its vast resources and during a depression such as we are now passing through.

2. Gaining an international charter with the American Federation of Labor.

3. Achieving the status of railroad men for the porters and waiters; giving them the benefit of any other railroad men under the Amended Railroad Labor Act.

4. Aiding, through persistent agitation, in outlawing the reprehensible Employes' Plan of Representation (Company Union) among railroad men.

5. To have written the agreement with the Pullman Company after the Company's claim that they would never recognize the Brotherhood of Sleeping Car Porters.

6. Opening a way for other groups of Negroes to organize in labor unions and earning an honored place in the labor movement of this country and wherever the work of the union is known.

APR—History

File Personal

HIGH POINTS OF DEEP INTEREST IN

"The Pullman Porters' Struggle"

(The story of a race's exploitation)

THE BROTHERHOOD OF SLEEPING CAR PORTERS IS THE FIRST AND ONLY NATIONAL NEGRO LABOR UNION IN THE UNITED STATES. ITS SUCCESS WILL INFLUENCE GREATLY THE FUTURE OF NEGRO WORKERS IN AMERICAN INDUSTRY AND MAKE FOR BETTER RACE RELATIONS.

Issued By

THE BOSTON CITIZENS' COMMITTEE
6 MASSACHUSETTS AVENUE, BOSTON, Mass.

REV. SIDNEY LOVETT, *Chairman*
EDGAR P. BENJAMIN, *Vice-Chairman*
ROLFE COBLEIGH, *Secretary*
ALBERT SPRAGUE COOLIDGE, *Treas.*

A STATEMENT BY THE COMMITTEE

Several generations ago the people of New England, especially of the State of Massachusetts, played a prominent role in the struggle to achieve the emancipation of the Negro from chattel slavery. No citizen of Massachusetts can recall the names of such illustrious sons as Thaddeus Stephens, Charles Sumner, Wendell Phillips, Whittier, Lowell, Garrison and others without feeling a sense of deep pride in the part these men played to rid the Republic of that blot upon its banner.

With the freedom of the Negro many problems arose to haunt his life such as segregation, lynching, jim crowism, disfranchisement and civil injustice. Happily these evils are being gradually attacked and bid fair to finally being solved. However, the economic life of the Negro is still utterly insecure. In many instances he is systematically kept from earning a livelihood; whenever permitted to work, it is usually at a wage below that paid a white worker doing the same kind of work, his working conditions are generally less humane than those afforded the workers of other races. As a result the Negro race has remained the one very noticeable group of American citizens always in need of the charity of friends. This condition is also happily changing. The Negro is himself beginning to stir, to practice self-help. One of the most brilliant examples of this fact is the organization of the Pullman porters and maids into a union of, for and by themselves, known as the Brotherhood of Sleeping Car Porters.

Realizing the deep import and significance of this Movement to the future of the Negro in the United States and to white Americans generally, we, a Committee of Citizens of both races, herewith proclaim our faith in the justice of the cause of the Pullman porters and maids, and we call upon all the citizens of New England, without regard to race, creed or color, to lend their moral and financial support to the Brotherhood of Sleeping Car Porters, which, according to the provisions of the new Railway Labor Act is lawfully proceeding along orderly lines of collective bargaining, to raise the status of Negro families morally, intellectually and socially through increasing the income of 12,000 Pullman porters and maids, from $72.50 per month to a living wage, thereby ridding them of the necessity of degrading their spirits and destroying their manhood through the practice of begging the public for tips for a living.

In lending our aid to this group of faithful public servants who safeguard the honor of American womanhood on Pullman cars with such unerring faithfulness and dependability so that their own homes are no more secure, we are but continuing the glorious and illustrious tradition begun by self-sacrificing school-marms, the flower of New England life, who left their comfortable home surroundings and went to the aid of the freedmen after the Civil War, carrying the torch of education and religious training, as well as the matchless heroism and noble devotion to principles of her sons.

FACTS ABOUT THE BROTHERHOOD

There are approximately 12,000 porters and maids in the Pullman service.

The Brotherhood of Sleeping Car Porters was organized in New York City, August 25, 1925. The present membership (June, 1928) is about 7,500.

The Brotherhood maintains National Headquarters at 2311 Seventh Avenue, New York City, also local offices in Chicago, St. Louis, Kansas City, Washington, Portland, Oakland, Los Angeles, Seattle, Boston, Jacksonville, Salt Lake City, St. Paul, Denver and Omaha.

Citizens Committees are organized to aid the porters in the following cities: New York, Washington, St. Louis, Chicago, Kansas City and Boston.

Mr. Stuart Chase, certified public accountant, is the official auditor for the Brotherhood.

WAGES AND EMPLOYMENT CONDITIONS OF THE PORTERS AND MAIDS

Minimum wage, $72.50.

Average monthly tips, $58.00.

Average occupational expense, $33.00 per month.

The porter purchases his uniform, shoe blacking and food in transit and at termini.

Porters and maids are paid upon a mileage basis (11,000 miles being the base). Because of this mileage arrangement, porters contribute several hours of work each trip without pay. This is known as **Preparatory Time.**

Porters running "in charge" (doing conductors' work) receive only $10.00 per month additional pay. A conductor's pay is from $160.00 to $198.00 per month.

DEMANDS OF THE BROTHERHOOD

Recognition of the Brotherhood.
A living wage instead of tips.
Abolition of Preparatory Time.
Pay for overtime.
240 hour work-month.

OUTSTANDING EVENTS

With a majority enrolled, the Brotherhood qualified to present its case before the United States Mediation Board July 10, 1927.

The United States Mediation Board recognizes the Brotherhood and recommends arbitration of the dispute by a board jointly created by the Pullman Company, the Brotherhood and the public as provided by law.

The Company flatly refused to arbitrate, while the Brotherhood gladly accepted.

Unable to adjust the dispute between the Brotherhood and the Company, the Mediation Board ceased its efforts and notified the Company and the Brotherhood of the fact.

Under the law the next step was to threaten a substantial interruption of interstate commerce, thereby necessitating the establishment of an Emergency Board by the President of the United States acting upon the recommendation of the U. S. Mediation Board.

Accordingly the Brotherhood proceeded to ballot its membership on the question of a strike resulting in the unprecedented vote of over 6000 for, and less than 50 against.

With this definite mandate from its membership, the Brotherhood then set June 8 as the date when the strike would go into effect and called upon the Mediation Board to examine the strike ballots and make its recommendation to President Coolidge. The Board however, apparently permitted the opinion, expressed by the Pullman management that "There is no emergency" to influence it against making its recommendation for an Emergency Board. The Board had previously recommended the establishment of an Emergency Board in the case of only 600 white employees of the Kansas, Mexico and Orient Railroads.

With the Mediation Board's regrettable failure to function with equal dispatch in the interest of Negro Pullman Porters and Maids, the Brotherhood was prepared definitely to interrupt transportation by calling upon all porters and maids to strike Friday, June 8th, at noon. At this point, Wm. Green, President of the American Federation of Labor, telegraphed the officers of the Brotherhood "to postpone the strike until a campaign of education and public enlightenment regarding the justice of their case and the seriousness of their grievances could be organized which would win for them public support and the backing of organized labor." THE PORTERS ARE AT THIS STAGE IN THEIR STRUGGLE.

Having exhausted every reasonable, legal and honorable means peacefully and amicably to settle their grievances with the Pullman Company, and being reluctant to resort to a strike which would work immeasurable

hardship and inconvenience upon their best friends, the travelling public, whose generosity alone has enabled the porters and maids to exist for well-nigh sixty years, they now rest their case before the bar of public opinion with the utmost faith in the justice of their case and the friendship and interest of their fellow citizens of all races, creeds and colors.

THE BOSTON CITIZENS' COMMITTEE

Chairman..Sidney Lovett
Vice-Chairman.....................Edgar P. Benjamin
Secretary.................................Rolfe Cobleigh
Treasurer....................Albert Sprague Coolidge

Publicity Committee

- Mrs. Hannah Hume Lee, Chairman
- Alfred Baker Lewis
- Ben. Gerig
- Mrs. Alice D. Crawford
- Rev. Herbert D. Greene

Finance Committee

- Rev. C. A. Ward, Chairman
- George E. Roewer
- Mrs. Lois B. Rantoul
- Mrs. George W. Coleman

Meetings

- Rev. George L. Paine, Chairman
- Pres. Mary E. Woolley
- David K. Niles
- Charles F. Weller
- Clarence R. Skinner
- Rev. W. L. Clayton

- Rabbi Samuel J. Abrams
- Mr. S. A. Allen
- Miss Carolyn E. Alling
- Mrs. Gertrude Anthony
- Mr. Joseph Bearak
- Mr. Edgar Benjamin
- Miss Alice Stone Blackwell
- Miss Louise Brooks
- Mr. E. B. Barco
- Mr. W. W. Bryant
- Mrs. Walter Barrell
- Mr. Rolfe Cobleigh
- Mrs. E. A. Codman
- Mr. Albert S. Coolidge
- Mrs. Alice D. Crawford
- Mr. David Crawford
- Rev. Wolcott Cutler
- Mrs. George W. Coleman
- Rev. W. L. Clayton
- Dr. O. J. Derritt
- Mrs. Elizabeth G. Evans
- Mr. John H. Fahey
- Mr. Robert Fechner
- Prof. Felix Frankfurter
- Mrs. A. H. Fitz-Allen
- Mr. G. H. P. Ganaway
- Mr. Ben. Gerig
- Mr. Eugene Gordon
- Rev. Herbert D. Greene
- Mr. Robert Green
- Dr. John B. Hall
- Rev. Hubert C. Herring
- Miss Marion Holmes
- Dr. Alice Hamilton
- Mr. Alfred Haughton
- Rev. L. R. Howard
- Mr. Homer C. Jarrett
- Mr. Anselmo Krigger
- Dr. Andrew B. Latimore
- Miss Mary Lauretani
- Mrs. Hannah H. Lee
- Mr. Alfred Baker Lewis
- Rev. Sidney Lovett
- Miss Florence Luscomb
- Prof. Dennis McCarthy
- Dr. Theo. A. McCurdy
- Rev. Egbert McLeod
- Mrs. Lucia Ames Mead
- Mrs. Mary E. Moore
- Mrs. John F. Moors
- Rev. Norman B. Nash
- Mr. David K. Niles
- Prof. John Orth
- Rev. George L. Paine
- Mrs. Winona Pinkham
- Bernard J. Rothwell
- Mr. Charles Reed
- Mr. George E. Roewer
- Rev. Talmage Root
- Mrs. Lois Rantoul
- Mr. Robert H. O. Schulz
- Prof. Clarence Skinner
- Mr. William A. Smith
- Prof. Sara H. R. Stites
- Dr. S. F. Taylor
- Mr. Wm. Monroe Trotter
- Mrs. Mary Gordon Thompson
- Mr. James H. Vahey
- Mr. Butler R. Wilson
- Rev. Charles F. Weller
- Mrs. Gertrude Winslow
- Rev. C. A. Ward
- Pres. Mary E. Woolley
- Mrs. Alexander Wright

APPEAL FOR AID

In all the struggles of workers to improve their condition friends and sympathizers have aided financially, morally and othe wise.

The porters and maids need assistance now. Their cause is just one, worthy of the support of all fair-minded persons in th land who believe in even-handed justice uninfluenced by any r gard of race, creed or color.

Send your contributions to:

Albert Sprague Coolidge, *Treasurer*
Boston Citizens Committee
6 Massachusetts Avenue, Boston, Mass.

Or, direct to:

The Brotherhood of Sleeping Car Porters
2311 Seventh Avenue, New York City, N. Y.

To Systematically

Rebuild Confidence

Stimulate the payment of dues

Increase Membership

Develop Solidarity

in the

BROTHERHOOD OF SLEEPING CAR PORTERS

By

A. Group Organization Plan.
B. Group Leaders Council.
C. Service Committee.
D. Economic Council Co-operation.
E. Citizens' Committee Co-operation.
F. Publicity Program.
G. Confidence Tour.

PLAN OF

GROUP ORGANIZATION FOR INTENSIVE CONTROL

GROUP TO CONSIST OF TWELVE PORTERS, MEMBERS AND NON MEMBERS PROPORTIONALLY

1. Ascertain number of men in district. Secure names and addresses if possible.
2. Secure list and standing of members. Choose group leaders.
3. Determine proportion of members to non-members. Assign each leader to group.
4. Line up, equip and instruct leaders. Assemble leaders and organize Council.

Duties of Leaders

Educate group in purpose of Organization.
Check payment of dues and assessments.
Bring into Brotherhood non members assigned to his group.
Function as member of Group Leaders council.
Report semi-montly either to local or General Organizer.

Record forms and Equipment

Individual record cards duplicate at headquarters	(4X6, name, serial number, district, group no. date of joining, fees, dues and assessments paid)
Semi-monthly Group report form	(loose leaf $5\frac{1}{2}$X$8\frac{1}{2}$, 12 lines ruled columns for fees, dues, assessments, donations, triplicate one each to local and General Headquarters)

GROUP LEADERS COUNCIL

To replace Organizing Committees

Assemble Group Leaders and organize Council.
Check work and reports of Group Leaders.
Set up within council: Executive, Publicity Committees
Where no Local headquarters exist, set up Council records in lieu
Where Local Secretary functions reorganize on Group Council Plan
Work Economic Council co-operation Plan.
Work Citizens' Committee co-operation Plan.
Hold Executive and Publicity Committee meetings weekly.
Hold Council meetings semi-monthly.
Set up machinery of Service Committee.

SERVICE COMMITTEE

To function as a general Morale contingent--to be composed of as many loyal militant members as may be advisable. Suggested letter setting forth duties appended.

CO-OPERATION PLAN

OF THE

WOMENS' ECONOMIC COUNCIL

ORGANIZE COUNCIL

SET UP CO-OPERATION COMMITTEES

(Membership
(Dues & Assessment
(Public Support

This council should be organized among the colored women in the community and while a special effort should be made to secure the wives and relatives of Pullman Porters as members of the council. No hard and fast rules should obtain as to membership. Success in organizing the council will depend largely upon the character and personality of the individual secured as head or President of the council. The aim should be to get as strong and popular a woman as possible, provided such person can also be interested enthusiastically in the work of assisting the Brotherhood of Sleeping Car Porters. Besides the specific duty of assisting the Brotherhood through the co-operation Committees, the council should have certain general aims which could be realized and effected through a number of other committees, viz; Education, Home, Improvement, Employment, Citizenship, Co-operative buying, Social, and Recreation, and civic committees.

Interest in the council should be stimulated and maintained by assigning the women to duty in the various committees, encouraging them and developing their interest in the work. The three Co-operation Committees formed to assist the Brotherhood of Sleeping Car Porters will function as follows:

MEMBERSHIP COMMITTEE---The women composing this committee will have as their duty the work of assisting the group leaders of the Brotherhood to bring in or induct the non-members assigned to their group. Each group leader will be furnished with the names of the members of the Membership Committee and he will be privileged to call upon any of these members to assist him in the effort to get a non member Porter into the union. (Frequently the women working the wives of the Porters can do this job better than the Porters themselves).

DUES AND ASSESSMENT COMMITTEE---The women who are members of this committee will assist the group leaders to stimulate the payment of dues and assessments among the members. Each group leader will be furnished with a list of the names of the women on this committee and he will be privileged to call upon these women for service which they will furnish in like manner as in the Membership Committee.

PUBLIC SUPPORT COMMITTEE---The members of this committee will make lists of prominent people and will schedule interviews with these people selling them the idea of supporting the Brotherhood of SleepingCar Porters.

ANALYSIS OF JOB

TO CONTROL THE

ORGANIZATION OPERATION CONSERVATION

Of the

LOS ANGELES DISTRICT BROTHERHOOD OF SLEEPING CAR PORTERS

Thru the machinery of

1. Headquarters Administration
2. Advisory Council (Group Captains)
3. Women Lieutenants
4. Women's Economic Council
5. Citizens Committee

Carrying on the activities of:

Collection of Dues, Fees and Assessments
Collection of contributions
Releasing of notices, instruction, propaganda
Conferring with and encouraging members
Taking in new members
Making friends and boosters
Holding regular and special meetings
Keeping accurate and complete records
Making regular and special reports

Personnel

Organizer and Secretary-Treasurer
Advisory Council (25 Group Captains)
Women Lieutenants (one to each group)
Members
Women's Economic Council (President and Secretary)
Citizens Committee (Secretary)

Records and Equipment

Headquarters Record (book)
Individual membership records (card file)
Group Captains monthly report (sheet)
Group Captains special report (sheet)
Members due books--duplicate receipt book---
Due stamps, Assessment stamps, Stars
Membership cards---Application blanks, Stationery
Correspondence and information file

WORK PROGRAM

1 HEADQUARTERS ADMINISTRATION

ORGANIZER & SEC'TY TREASURER

- Collect Dues, Fees, Assessments
  - At office
  - At meetings
  - Thru Group Captains
- Enter and post records
  - Headquarters record
  - Individual membership records
- Make reports
  - Headquarters monthly report
  - Advisory Council monthly report
  - Report to members at meetings
- Call and attend meetings
  - Membership meetings
  - Advisory Council meetings
  - Women's Economic Council meeting
  - Special meetings
- Confer with members--inform, instruct, encourage
- Confer with Captains---instruct, assign work, receive reports
- Confer with Women Lieutenants--instruct, assign work, encourage
- Confer with President and Sec'ty Women's Economic Council-----inform, encourage
- Confer with Sec'ty Citizens Committee--advise, assist
- Confer with out of town porters--inform, encourage
- Release frequent letters to
  - members
  - Women of Economic Council
  - Citizens and friends
- Send frequent news releases to
  - White press
  - Colored press
  - Labor press
- Keep up correspondence--
  - Headquarters, Advisory Council, Womens Economic Council, Sec'ty Citizens Committee, Miscellaneous
- Project and push fund raising campaign
- Project and promote revenue raising affairs for local treasury

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2 ADVISORY COUNCIL

(Group Captains)

- Collect and encourage payment of dues, fees, assessments from members. Confer with members of group--inform, instruct, encourage
- Confer with Women Lieutenants--instruct, assign work.
- Confer with Organizer Sec'ty Treasurer
  - get instructions & assignments. Make reports & returns
- Attend Advisory Council meetings--actively participate
- Bring into Brotherhood non members assigned to group

3	WOMEN LIEUTENANTS	Assist Group Captains in--collections, securing new members Confer with Headquarters--receive instructions and assignments Confer with Captains---receive assignments, make reports
4	WOMENS ECONOMIC COUNCIL (President & Secretary)	Supply Group Lieutenants Stimulate and encourage Brotherhood members and their wives Build up public sympathy and support Assist in fund raising campaign
5	CITIZENS COMMITTEE (Secretary)	Build up a strong Committee personnel Support Brotherhood with publicity and propaganda Form moral background for defense against Pullman Company Assist in Fund raising campaign

GENERAL SUGGESTIONS

THINGS TO DO OR HAVE

Keep supply of equipment--due and assessment stamps, application blanks, duplicate receipts, Group Captain report forms, Indv. mem. record cards, stationery.
Enter each collection in Headquarters Record book as soon as received at office.
Issue receipt (retain duplicate) for each collection not receipted for by stamps.
Enter in Headquarters Record book each collection reported by Captain as soon as received.
Enter in Headquarters Record book collections made at meetings as soon as possible.
Post entries from Headquarters Record book to Indv. mem. record cards weekly.
Enter in headquarters Record book each expense item when payment is made
Hold series of Membership meetings each semi monthly pay time if possible
Call Advisory Council meeting twice monthly, or oftener.
Furnish each member who calls at office with information, literature, encouragement.
Demand reports from each Group Captains twice monthly.
Confer with officials of W.E.C. and Citizens Committee weekly.
Release letter to members twice monthly if possible.
Release letter to members of W.E.C. once a month if possible.
Release to press at least once a week.
Write Headquarters weekly giving report of work.
Make report of work to Advisory Council semi monthly.
Make complete accurate financial report to Headquarters monthly.
Make financial report of Local Treasury to Advisory Council monthly.
Keep supplementary Group and Fund raising Campaign records.
Keep separate Local Treasury record and keep Treasury built up.
Maintain determined, confident attitude and atmosphere.

THINGS TO AVOID

Pessimistic, whining, timid or diffident attitude.
Procrastination in entering or posting records or in making reports.
Neglect of correspondence or releases.
Running short of supplies.
Long drawn out meetings.
Any semblance of suspicious action.
Indifference or haste in confering with members or assistants.

CITIZENS' COMMITTEE

This Committee will be formed from among the most prominent individuals in each community who can be persuaded to support the Brotherhood of Sleeping Car Porters in their effort to secure a living wage which will support their families without their being compelled to rely on tips. The work of forming this Committee will be greatly facilitated if a very prominent individual is secured as President. Upon the securing of this individual, a letter from this person stating his reasons for agreeing to head this Committee should be released to other prospective members as part of the inducement to secure membership.

In addition to the special cooperation which this Committee will furnish to the members of the Group Leaders Council, the functioning of this Committee will be as follows: 1st--Immediately upon the completion of the organization of the Committee, a letter should be released, both by direct mail and through the press, setting forth the establishment of the Committee, its aims and objects, together with the justice of the Pullman Porters' cause. 2nd--From time to time releases should be distributed under the names of the Committee with a view to create public sentiment in favor of the Brotherhood of Sleeping Car Porters. 3rd--Meetings of the Committee should be staged, of a semi-social nature if possible, to which meetings the friends of the Brotherhood should be invited and during each meeting an atmosphere should be created calculated to stimulate a great deal of enthusiasm.

The specific co-operation which this Committee will render to the Group Leaders Council will be as follows: Non members of the Brotherhood and members who are behind in their dues and assessments would frequently have some friend among the prominent individuals composing the Citizens' Committee to whose opinion these non members and non dues paying members, would give great weight. When Group leader ascertains that a non member or a slack member can be "handled" by any member of the Citizens' Committee, he should immediately get in touch with such Citizens' Committee member, and acquaint him with the situation and secure his assistance. The manner and method by which the prominent citizen should handle the situation would be worked out from the situation itself.

PUBLICITY PROGRAM

The matter of securing publicity for the Brotherhood of Sleeping Car Porters is an important one and is divided into two phases.

1st--A distribution of information, bulletins, stimulation and encouragement among the men themselves.

2nd--The releasing of information, propaganda, offensive and defensive arguments to the general public.

Messenger Campaign

A systematic Messenger Campaign in most districts would go a long way toward both 1 and 2. Regular and systematic communication by mail should be carried on to members and friends of the Brotherhood; also an intelligent campaign should be launched to secure publicity in the local press.

Confidence Tour

The psychology of the Brotherhood of Sleeping Car Porters situation at this time demands a baptism of confidence and should best be affected by a tour made by the General Organizer in company with one ormore prominent national character. Suggestions of individuals to accompany Mr. Randolph on this tour would be,--Clarence Darrow, Sam G. Untermuyer, W.G. McAdoo, Frank P. Walsh. If any one of these men, or some other equally prominent individual should be secured and a tour arranged, one night stops in each district headquarters should be made. The result in increased dues and assessments will more than repay cost of tour.

1925 *Program* **1949**

24th ANNIVERSARY CELEBRATION

Brotherhood of Sleeping Car Porters

Train, Chair Car, Coach Porters & Attendants

AN INTERNATIONAL UNION
affiliated with the
AMERICAN FEDERATION OF LABOR
Under the Auspices of
CHICAGO DIVISION
Brotherhood of Sleeping Car Porters

August 22nd - 25th, Inclusive

Chicago, Illinois

PUBLIC LABOR - EDUCATION MEETING

Opening 24th Anniversary Celebration
of the
Brotherhood of Sleeping Car Porters

August 22, 1949, 8:00 p.m., Daylight Saving Time
at
CHICAGO DIVISION HEADQUARTERS
3456 South State Street, 5th Floor

Speakers

HONORABLE CHARLES J. JENKINS	*Member of Illinois Legislature*
HALENA WILSON	*Int. President, Ladies' Auxiliary*
A. PHILIP RANDOLPH	*International President*
M. P. WEBSTER	*President, Chicago Division, Chairman*

The Musical Program will be under the direction of Brother Foster Mitchell, Chorister of the Chicago Division, Brotherhood of Sleeping Car Porters

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The Officers and members of the Chicago Division of the Brotherhood of Sleeping Car Porters invite the friends of organized labor particularly, and the Chicago public generally, to attend this meeting to review with them the developments of this Organization, which has been highly successful in advancing the economic interest of the railroad workers particularly, and of Negro workers generally. With the labor market tightening up and unemployment rolls increasing, workers generally and Negro workers particularly face many complex problems in the future.

The Brotherhood of Sleeping Car Porters has been in the forefront of the fight for economic justice for Negro workers, and it feels an obligation to review its experiences to the end that the benefits that might be gained through organized efforts will be available for other workers. **The public is invited to the extent of the facilities of the hall.**

ADMISSION FREE NO COLLECTION

Issued at

CHICAGO DIVISION - BROTHERHOOD OF SLEEPING CAR PORTERS

3456 South State Street, 5th Floor
Victory 2-7124

BROTHERHOOD OF SLEEPING CAR PORTERS

An International Union

Affiliated with the

AMERICAN FEDERATION OF LABOR

History

The Pullman porters were the pioneers in the organization of trade unions among Negro workers on the railroads. Several years prior to World War I, the moving spirits in the International Railroad Men's Benevolent Industrial Association (the first nationwide effort to organize Negro railroad workers) were the Pullman porters. The present First International Vice President of the Brotherhood was an officer of that Organization.

However, during World War I under Government control of railroads, unfortunately there developed a diversity of organizations, all working against each other, which resulted in much chaos and confusion to the general detriment of the Pullman porters particularly and railroad workers generally. When the roads were turned back to private ownership, Congress passed the Transportation Act of 1920 for the purpose of facilitating the return of the railroad carriers to their former owners. In this law was Title 3 which provided for the organization and collective bargaining of railroad employes. Most of the unorganized railroad employes availed themselves of the opportunity and began to organize under Title 3 of the Transportation Act of 1920.

However, at that time, The Pullman Company offered its porters a Plan of Employe Representation, generally referred to as the Company Union. It was accepted by many porters because it didn't cost anything, the Company paying all of the expenses and that of those who participated in it. Its operation for several years, culminating in the "famous" 1924 Conference held in Chicago, proved beyond a doubt that it was an useless institution in the porters' interest.

In 1925 efforts were made to develop a bona fide trade union among the Pullman porters. Six Pullman porters, among whom was Ashley L. Totten, our present International Secretary-Treasurer, held a meeting in New York City on the 25th day of August, 1925, in which the program, which ultimately resulted in the organization of this great institution, was launched. Threats were made to the participants in this meeting which prompted them to look outside the Pullman service for help in the organization of this group. It was then that they found our present International President A. Philip Randolph. From this humble beginning, it has developed over a period of years to the present Brotherhood of Sleeping Car Porters, Train, Chair Car, Coach Porters and Attendants, an International Organization affiliated with the American Federation of Labor, with some 18,000 members in 117 cities in the United States and Canada.

During the early struggles of the Brotherhood of Sleeping Car Porters, there were no National Labor Relations Boards, no National Mediation Boards, and there was not even a Railway Labor Act when the Brotherhood started. The Company at that time was very hostile to the efforts to organize this group, and for many years it was aided by some of the largest Negro newspapers in this country and some of the most top flight colored leaders. But despite the tremendous opposition, the Pullman porters pushed their way to the front and built a successful organization.

The Brotherhood of Sleeping Car Porters is not here because of the love anybody had for it, but it is here because it pushed everybody else out of its way. Many men sacrificed their economic lives for the principle of trade union organization among Pullman porters. Some 500 men were discharged during the struggle. It is to those men, whose aggressiveness, stability, stalwartness, and loyalty to the cause brought this organization into being, that this 24th Anniversary is dedicated.

C *Structure*

Insert this paragraph under Introduction on page (1)

The Brotherhood of Sleeping Car Porters is basically and fundamentally a trade union. It is a trade union dedicated to the proposition of developing and advancing the economic status of its membership. Its program is based upon a pure trade union philosophy of developing a strong organization to protect the workers' interests on the job.

The basis of the Organization is the Local membership composed of some ~~18,000~~ 9000 people in ~~117~~ 80 Local Divisions. Local officers and delegates to the International Convention are elected by the paid-up members of the Local Division. Local officers and delegates to the International Convention are elected biennially, and the officers serve for the term of ~~two~~ Three years. Delegates elected to the International Convention come from the various Locals of the country and meet in the designated places. When organized in Convention, they are the supreme power of the Organization. Ninety-nine per cent of the delegates to the International Convention are lay members—Pullman porters, train porters, chair car porters and attendants. They are in supreme authority, and during the deliberations of the Convention, they promulgate the policy of the Organization and elect the International Officers, who serve for the ensuing term of ~~two~~ Three years.

In the interim of the Convention, the International Executive Board, composed of 13 members, the majority of whom are lay members, is the supreme authority of the Organization. The International Executive Board meets twice per year and is empowered to meet on its own motion any time between Conventions when the occasion necessitates it. Nominations of all International Officers are made from the floor of the Convention, and the International Officers are elected by a majority vote of the Convention. The International Officers and the International Executive Board make reports to the International Convention delegates of their stewardship of the Organization's program of the period between International Conventions.

The Organization is financed solely from the dues and taxes collected from the members of the Organization, according to the regulations and provisions of the Brotherhood's Constitution. It does not engage in any extra-curricular activities to raise its funds.

Program

The Brotherhood of Sleeping Car Porters follows a strictly trade union program. It bargains for wages and working conditions. It handles the grievances and claims of its members with the various carriers of the nation. It makes available to its membership all the rights and privileges that they enjoy under the Railway Labor Act, the Railroad Retirement Act, the various Workmen's Compensation Acts, and all the Laws that offer any means of protection to railroad men. It maintains an efficient staff for handling grievances, and a legal staff to handle any legal questions involving the members of this Organization.

This Organization functions through its Local Divisions. For administrative purposes, the Organization is divided into five Zones where Zone Officers maintain a staff of competent workers to supervise the officers of the Local Divisions to carry out the functions of a trade union. In each Division there are a series of committees, the most important of which is the Committee on Organization and Education.

Members of the Committees on Organization and Education run in numbers of 5 or 6 in small districts to 200 and 250 in large Districts such as New York and Chicago. These Committees are composed of lay members, the porters, attendants, and bus boys. They meet from time to time to carry on the organization and education functions of the Organization. They are continually keeping before the membership their responsibility to the Organization in attending meetings and paying their dues. The most important part of the function of these Committees is its program to develop the highest type of efficiency on the job, and incidentally the highest type of organization to protect the job.

The committees who handle the grievances and claims in the various Divisions are selected from the lay membership of the Organization. This machinery is developed to the highest point of efficiency on a Local, Zone, and National scale. When members of the Organization are called in on complaints, the members of

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Introductory
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dedicated to the proposition of developing and advancing the is based upon a pure trade union philosophy of developing a strong organization to protect the workers' interests on the job.

The basis of the Organization is the Local membership composed of some ~~18,000~~ 9000 people in ~~117~~ 80 Local Divisions. Local officers and delegates to the International Convention are elected by the paid-up members of the Local Division. Local officers and delegates to the International Convention are elected biennially, and the officers serve for the term of two years. Delegates elected to the International Convention come from the various Locals of the country and meet in the designated places. When organized in Convention, they are the supreme power of the Organization. Ninety-nine per cent of the delegates to the International Convention are lay members—Pullman porters, train porters, chair car porters and attendants. They are in supreme authority, and during the deliberations of the Convention, they promulgate the policy of the Organization and elect the International Officers, who serve for the ensuing term of two years.

Three

Three

In the interim of the Convention, the International Executive Board, composed of 13 members, the majority of whom are lay members, is the supreme authority of the Organization. The International Executive Board meets twice per year and is empowered to meet on its own motion any time between Conventions when the occasion necessitates it. Nominations of all International Officers are made from the floor of the Convention, and the International Officers are elected by a majority vote of the Convention. The International Officers and the International Executive Board make reports to the International Convention delegates of their stewardship of the Organization's program of the period between International Conventions.

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The committees who handle the grievances and claims in the various Divisions are selected from the lay membership of the Organization. This machinery is developed to the highest point of efficiency on a Local, Zone, and National scale. When members of the Organization are called in on complaints, the members of the Grievance Committee assist the members in preparing their statements on the complaint. If the complaint reaches the point where the employe is given a hearing under the rules of the contract, the Committee represents him in the hearing.

Claims for short payment or for violation of the contract are also handled by these Grievance Committees under the direction of the International Officer in charge of the Zone. The handling of grievances and claims is strictly supervised by the International Organization. As a result of the efficient handling of these matters by this Organization, the attitude of many carriers and The Pullman Company in disciplining this class of men has been revolutionized. Some carriers only had one penalty exacted of porters, and that was discharge. The efficiency of the Brotherhood's machinery has made discharge quite expensive to the carrier when it is not based on sound reasons, and many cases are settled without going beyond the Company.

The Brotherhood progresses cases which are not settled with the Management to the Third and Fourth Divisions of the National Railroad Adjustment Board. A special officer and staff are provided for that purpose in the Chicago Division Headquarters. Thousands of dollars have been collected on many claims for members of this Organization. Many men have been returned to their jobs after having been unjustly discharged, and back pay for being wrongfully discharged has been collected up to $7,000.00 for one individual member. The aggressiveness with which this Organization pursues this matter commands the respect of railroad carriers of the nation, and its members definitely have good job security.

During the off Convention year, a Grievance and Claims Clinic is held in the various strategic points of the nation where the Local Officers and Grievance men attend and review and discuss the best methods of handling grievances.

The Ladies Auxiliary

An integral and effective part of the Brotherhood of Sleeping Car Porters is its Ladies Auxiliary, an organization composed of the wives, daughters, and other women relatives of members of the Brotherhood. It is organized on an international basis the same as the Brotherhood, with Local Divisions of the Ladies Auxiliary in the various cities of the nation.

Its work is largely educational, bringing to the women relatives of our members the fundamental principle of trade unionism, and actively participating in such programs as workers' education, consumers' cooperatives, the bringing about of women's 8 hour day, child labor laws, workmen's compensation acts, legislation on slum clearance and housing, and kindred subjects. It has its own treasury, and carries on an effective program in the general interest of the members of this Organization.

Storeroom Non-clerical Employes

Several years ago in a Mediation Board election, the storeroom non-clerical employes who work for The Pullman Company voted for the Brotherhood of Sleeping Car Porters to represent them. Since that time, the Brotherhood has set up Local Divisions in the Districts where there is a sufficient number of storeroom non-clerical employes, and the Organization is functioning in their behalf. Negotiations for pay increases and reduction of hours to 40 hours per week have been carried out, and these men will get the best trade union services.

However, very recently, the Brotherhood of Railway and Steamship Clerks has attempted to take these employes away from us under its jurisdiction. The case is now before the National Mediation Board, and we are expecting a decision on the matter in the near future.

Train Porters and Chair Car Attendants

After the Brotherhood of Sleeping Car Porters had been successful in writing a good contract for the Pullman porters, its jurisdiction was extended to train porters and chair car attendants on various railroads of the country, who were sadly in need of organization. When the Brotherhood came into this field, there were no standards and no system. Some of these men were way behind the parade in the pay increases granted to other railroad employes.

There are now organized under the Brotherhood's banner, with good sound contracts that can be enforced, 42 groups of train porters and chair car attendants, emloyed by as many railroad carriers. Because of their organization into the Brotherhood, they are keeping pace with other railroad workers of the nation in developing higher standards. The pay of some of these groups when the Brotherhood took them over some 8 or 10 years ago was as low as $75.00 per month for 240 hours. Effective as of September 1, 1949, the lowest paid group of train porters or chair car attendants of the nation will be approximately $230.00 per month for 205 hours. Because of the protection this Organization provides, these men now can feel more free in working on their jobs.

The train porters of the nation have serious problems. The powerful Brotherhood of Railway Trainmen with its large treasury has been fighting the head end train porters for many years. They have obtained Awards from the First Division of the National Railroad Adjustment Board, which if allowed to be carried out to their conclusions, would have deprived many train porters of the right to work on the head end of trains. Because of the moral and financial strength of the Brotherhood of Sleeping Car Porters, the interests of these men have been amply protected. Relief has been obtained from the Courts preventing the elimination of these men from their jobs.

Two outstanding cases are those involving the Missouri-Kansas-Texas train porters, whose case is now pending in the United States Courts, and the case of the Atchison, Topeka & Santa Fe train porters, who were the subject of an adverse decision rendered by the National Railroad Adjustment Board, First Division, which action was enjoined by the Courts at the instance of the Brotherhood of Sleeping Car Porters, and was progressed by the Brotherhood of Railway Trainmen to the United States Supreme Court, which Court recently upheld the Brotherhood in its contentions against these Awards, which would have deprived these train porters of their jobs.

The question of fighting for these train porters is not only a question of the train porters as such, but since the train porters are being driven off the jobs after they get good, it is only a natural sequence that other Negro railroad workers will be driven off their jobs by powerful organizations when their jobs get to the point where they are attractive enough to lure white men. The organizations of the so-called Four Big Brotherhoods on the railroads have color clauses in their constitutions, and unless the pattern of taking jobs away from Negroes is stopped, no Negro railroad worker will be safe.

Negro Locomotive Firemen

Some 8 years ago, the Brotherhood of Sleeping Car Porters organized the Negro Locomotive Firemen on the railroads of the south through the Provisional Committee of the Brotherhood of Sleeping Car Porters to organize Negro Locomotive Firemen. The same character of fight that has been carried on by the Brotherhood to prevent train porters from being driven from the head end of trains is now being carried on in the interest of Negro Locomotive Firemen.

Canadian Railroad Workers

Several years ago, the Brotherhood of Sleeping Car Porters went into the field of organizing the Canadian Pacific porters, the bulk of whom are Negroes. It has been highly successful in organizing this group of men. Through its contract, the Brotherhood has revolutionized the relationship between the Canadian railroad carriers and its Negro workers. The Brothehood now has 90% of the porters on the Canadian Pacific, and is now, through its organization and education program, extending its activities to the Canadian National Railroads.

Fair Employment Practice

The term Fair Employment Practice, now a matter of common parlance among Negroes of the nation, was originated by the Brotherhood of Sleeping Car Porters at the beginning of World War II. It is one of the few extra-curricular activities in which the Organization has participated morally and financially. It was brought into being by the March on Washington Movement set up by International President Randolph, which brought sufficient pressure on the late President Franklin D. Roosevelt and his administration to bring about the issuance of Executive Order 8802, which set up a National Committee on Fair Employment Practice for the purpose of eliminating discrimination against workers in Government and war industries on account of race, creed, color, or national origin. International Vice President Milton P. Webster was a member of that Committee from its incipiency until it passed out of existence as a result of the ending of the war.

The fight for a national law for a Fair Employment Practice Commission has been spearheaded by the Brotherhood of Sleeping Car Porters. It set up the National Council for Fair Employment Practice and raised the bulk of the finances to carry it on. It is still carrying on the fight for a national law for Fair Employment Practice.

The Brotherhood of Sleeping Car Porters in the A. F. of L.

In 1930 the Brotherhood of Sleeping Car Porters became affiliated with the American Federation of Labor. This affiliation brought down an avalanche of condemnation on the leaders of the Brotherhood from their opponents on the grounds that the American Federation of Labor discriminates against Negroes, and we could not expect to make any headway in that kind of an institution. The experience of the Brotherhood in the American Federation of Labor over a period of years has vindicated the wisdom of its leaders in affiliating with this Organization.

The American Federation of Labor has wielded and does wield a vast influence on the labor front of the nation. Its influence in the Legislative field is far outstanding. The program that it promulgates affects all workers, organized and unorganized, black and white. Through its affiliation with the American Federation of Labor, the Brotherhood participates in the inner councils of the American Federation of Labor, and for the last twenty years its voice has been heard in the Conventions of the Federation in no uncertain terms in an effort to break down the discriminatory practices within that group.

As a result of this activity, the American Federation of Labor is definitely committed to the program of the equality of our workers in the economic field. Its sponsorship of the Fair Employment Practice Legislation, the Anti-Poll Tax Bill, the Anti-Lynching Bill, and all of the Civil Rights Program is evidence of the progress made in that respect. Some of the unions which had color clauses in their constitutions when the Brotherhood first became affiliated with the American Federation of Labor have since that time eliminated these color clauses from their constitutions and are integrating Negroes into their local unions on the basis of workers.

There are approximately a million Negro members in the American Federation of Labor Unions. The race issue was rarely discussed at any time in the various conventions until the Brotherhood's delegates started its campaign against discrimination within the Federation. While all of the discrimination in the American Federation of Labor Unions has not been eliminated, rapid strides have been made, and the power and the influence of the Federation have been used and are being used on many fronts to break down racial barriers in the economic fields.

President William Green has spoken at a number of International Conventions of the Brotherhood of Sleeping Car Porters, and he has pulled no punches in his denunciation of racial discriminatory practices within the labor movement.

Full Crew Bills

In recent months a new opposition to Negro railroad workers, particularly train porters, has developed in the form of bills being introduced in the various legislatures of the states known as the Full Crew Bills. Among other provisions, these bills as a rule state the following:

> "Section 1. (i) 'Brakeman' means a person whose duties are to assist the conductor in the operation and protection of the train and to perform related work.
>
> Section 7. All other trains not specifically referred to herein before shall be manned by a crew of competent employes which shall include one conductor, one flagman and one brakeman."

If such bills were passed, the practical application of the law would eliminate hundreds of Negro workers off the head end of trains. These bills have been aggressively opposed by the Brotherhood of Sleeping Car Porters, and they were defeated through its efforts in the States of New Mexico, Colorado, Missouri, and Illinois in the year of 1949.

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Opposition to the Brotherhood

During the first ten years of its existence, the Brotherhood of Sleeping Car Porters met drastic opposition, which it believes was financed by the powerful corporation which was opposed to the organization of Pullman porters. Most of this opposition unfortunately, manifested itself through individual Negroes or Negro agencies. But, after the Brotherhood won the Mediation Board election in 1935 and was certified by that Board to represent the Pullman porters of the nation, all organized opposition vanished. But in recent years, opposition of a pure nuisance value is being continually met and overcome.

Two C.I.O. groups, namely, the Red Caps Union and another organization which styles itself as the Transport Workers Union, C.I.O., have attempted to muscle in on the Brotherhood's membership. The Red Caps Union attempted to take the Milwaukee Road porters and the Baltimore and Ohio porters away from the Brotherhood, but it was defeated in the elections. The inconsistency and irresponsibility of these C.I.O. groups is evidenced by the fact that the Red Caps Union, C.I.O., has tried to take the Atlantic Coast Line train porters away from us, and this Transport Workers Union, C I.O., is spreading literature among the Pullman porters in Chicago. Apparently they haven't agreed among themselves in what fields they should work.

Another organization known as the International or the Lewis Organization attempted to create confusion among the Illinois Central train porters several months ago, but were thoroughly defeated by these men. The tactics of these groups are definitely destructive because they have nothing to offer in their campaign but unjust and unreliable criticism. But, since the Brotherhood has been successful in developing its large Organization against the opposition of a powerful agency like The Pullman Company, it feels that it can assure its membership that it has nothing to worry about from the feeble back stabs that are made by these irresponsible groups.

Another form of opposition manifested itself a couple of years ago in the form of newspaper stories that spontaneously appeared in a large number of Negro papers of the nation. These stories attempted to create the impression that Pullman porters were leaving the Brotherhood of Sleeping Car Porters in large numbers and were going into the C.I.O. because the Brotherhood officials refused to make financial reports. The source of these stories was traced to an irresponsible news agency, which for some reason that we haven't been able to find out as yet, was interested in spreading these false stories.

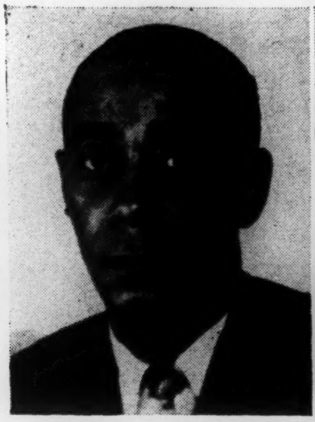
However, libel suits were instituted against several Negro newspapers, but rather than to stand trial on the libel suits, three of the newspapers, the Pittsburgh Courier, the St. Louis Argus, and the New York Amsterdam News, made public retractions of the stories and settled the law suits for a nominal sum of money. The Brotherhood of Sleeping Car Porters was not interested in obtaining any financial gain from this situation. It pressed these suits for the sole purpose of trying to impress upon some of these papers, which have assumed leadership in the field of Negro journalism, that they have a responsibility to the people who make their existence possible, of which the members of this Organization are a part, and that they should not print these irresponsible and false stories without first making some investigation as to what the facts are. This Organization is responsible for the security, welfare and happiness of some fifty thousand (50,000) people, the bulk of whom are Negroes. It could not sit idly by and allow these false stories to remain unchallenged.

The Chicago Division, Brotherhood of Sleeping Car Porters

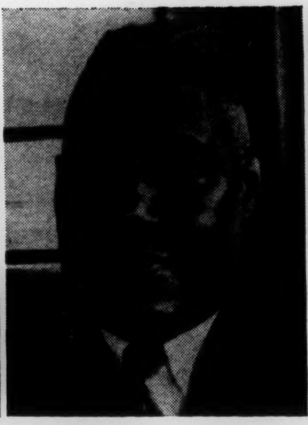
The Chicago Division, under whose auspices these activities are being held, is the largest Local Division of the Brotherhood of Sleeping Car Porters. Much of the history and many of the sacrifices were made by the members of the Chicago Division. The founder of the Chicago Division is John C. Mills, present member of the International Executive Board, who was discharged during the thickest part of the fight of unionism, after having spent twenty-seven (27) years on the job.

On the accompanying pages are pictures of officers, committee members and others whose activities are highly influential in making the Chicago Division as successful as it has been over a period of twenty-four (24) years.

The officers of the Chicago Division are: Milton P. Webster, President L. O. Manson, First Vice President; Claud E. Grooms, Second Vice President; and Ernest Smith, Secretary-Treasurer. The members of the Executive Board are: John C. Mills, Benjamin F. Wilson, C. E. Samonte, J. A. Martin; William F. Martin, William Northrip, Ernest Smith and Manuel Kyle.

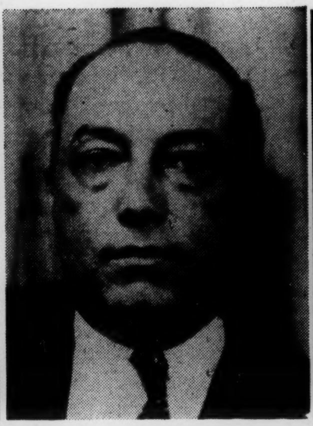


SAMUEL JEFFERSON
Chicago Western District
Member of Grievance Committee

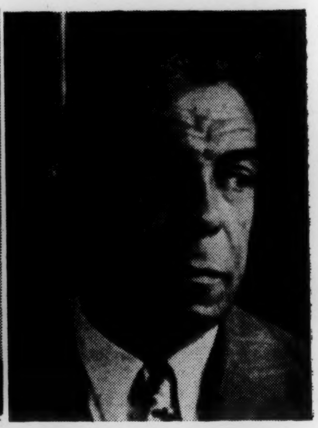


BENJAMIN F. WILSON
Chicago Western District
Member of Executive Board

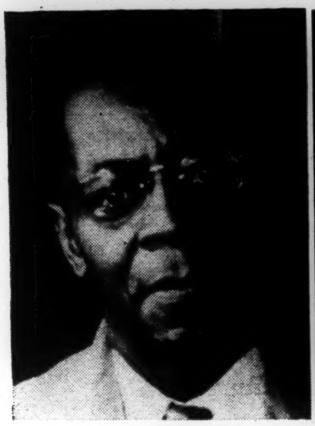
W. C. BLACKWELL
Chicago Northern District
Member of Grievance Committee



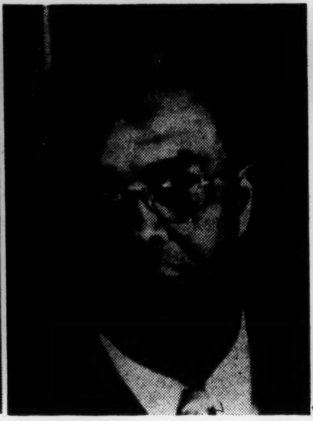
S. BROIDA
Chairman
Storeroom Non-clerical Employes



WILLIAM F. MARTIN
Chicago Eastern District
Member of Executive Board

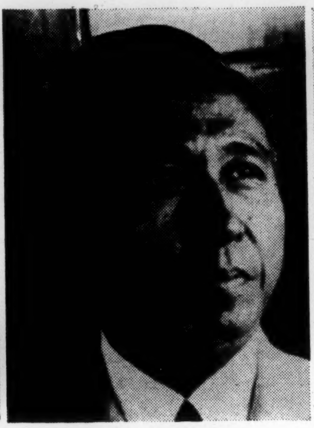


E. C. GARRISON
Chicago Eastern District
Member of Grievance Committee



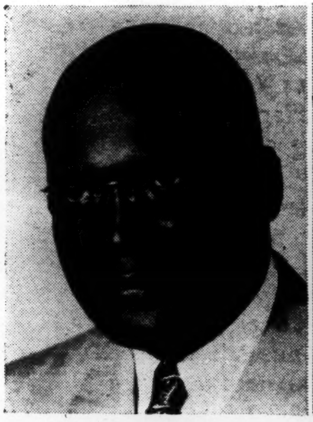
L. O. MANSON
Chicago Central District
First Vice President

J. A. MARTIN
Chicago Central District
Member of Executive Board



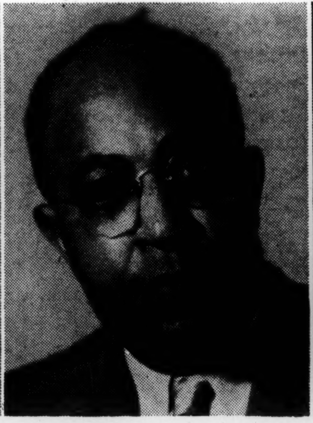
C. E. SAMONTE
Chicago Commissary
Member of Executive Board

PORTWOOD JOHNSON
Chicago Commissary
Member of Grievance Committee

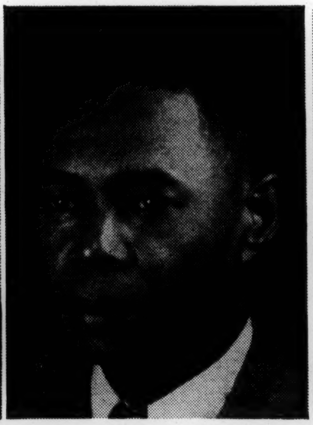


ROBERT HILL
Chicago Southern District
Member of Grievance Committee

W. L. HICKEY
Chicago Southern District
Member of Grievance Committee



MARSHALL HARRIS
Chicago & Alton
Parlor Car Porters



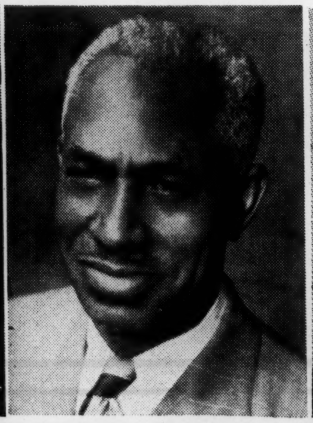
AUGUSTUS CHAPPELL
Chicago & Alton
Train Porters

ROSCOE PERRY
Chicago, Burlington & Quincy
Coach Porters

A. G. BAILEY
Illinois Central
Train Porters

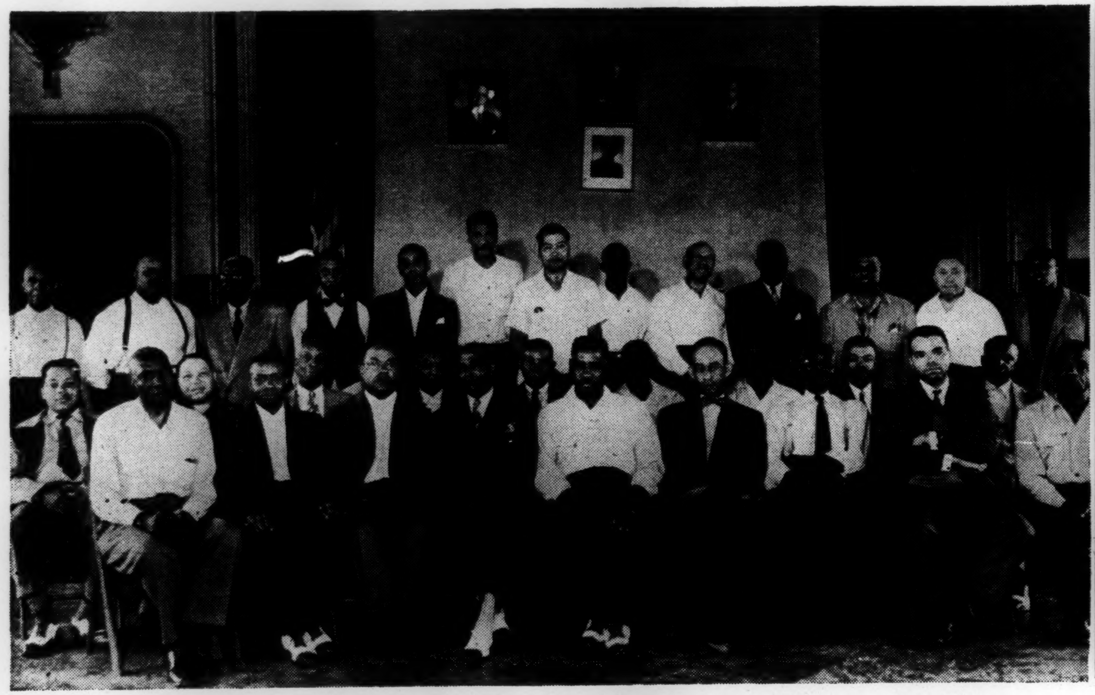
OLIVER CRUTCHFIELD
Chicago & Eastern Illinois
Train Porters

WILLIAM NORTHRIP
Chgo., Milw. St. P. & P. R.R.
Member of Executive Board



S. HAIRSTON
Chicago Northern District
Chaplain

THEODORE BROWN
Chgo. & N. W. Parlor Car Porter
Res. Dir. & Ed. of "Black Worker"



Part of Committee on Education and Organization, Chicago Division.

Group of members of the Ladies' Auxiliary. (Right to Left): Halena Wilson, President and Olga Roberts, Secretary-Treasurer.

Clerical and secretarial staff, Chicago Division.

Group of Chicago Commissary Attendants.

Picture of regular meeting of Chicago Division. Meetings of Chicago Division are staggered over several days in order to give every members an opportunity to attend.

Full-time officials of the Chicago Division. (Left to Right): L. L. McDonald, Assistant Secretary-Treasurer on leave from the Chicago Central District; Ernest Smith, Secretary-Treasurer, formerly of the Chicago Western District: Claud E. Grooms, Second Vice President on leave from the Chicago Western District: and Manuel Kyle, Field Agent, Member of Executive Board on leave from the Chicago Northern District.

This space was reserved for the picture of JOHN C. MILLS. John C. Mills along with Ashley L. Totten was one of the founders of this Organization and was one of the stalwart pioneers who was "shot down" during the days of the drastic opposition after having spent twenty-seven years working on a Pullman car. Much of the success in organizing the Brotherhood of Sleeping Car Porters, generally, and the Chicago Division, particularly, was due to the efforts of Brother John C. Mills and his co-workers. To him and others, in his class, is this 24th Anniversary Celebration dedicated.

TAMPA DIVISION

QUESTIONNAIRE

1. Date of first meeting to organize a local of BSCP in your City. Summer'35
2. Who called the meeting? J. P. Williams
3. Who were the officers of the local union? J. P. Williams, Chairman
4. Date of first public meeting of the union. 1st Baptist Church of College Hill
5. Nature of opposition to the union. None
6. Who were the first porters fired because of the union? None
7. When was the first full-time officers of the union appointed? M. Gregory, Summer'37 C. O. Young, Vice and H. P. Stevens, Secretary-Treasurer
8. Date of the first meeting for Brother Randolph's appearance for BSCP in your City. Summer'37
9. What was the highest peak of Brotherhood membership, in your Division -52 Porters
10. Number of porters fired on account of the union. None
11. Date of organization of the Ladies Auxiliary. Summer'37
12. Was there a movement to organize porters prior to the Brotherhood? No
13. Relation of white unions to the Brotherhood. Fair
14. Number of cases involving porters won by the Brotherhood, and number lost. (Won 2, lost None)
15. Give four or more, sketches of outstanding porter cases (won or lost) in your Zone. E Page and J. H. Jones
16. Sketch one, or more, cases of Brotherhood members who brought suits against the Brotherhood, indicating whether the case was won or lost. J. H. Jones, Won
17. Attitude of Negro press in your City to the Brotherhood. Fair
18. Attitude of Negro Church to the Brotherhood. Fair
19. Attitude of Negro leaders in your city towards the Brotherhood. Good
20. Attitude of Negro members of local A.F.L. unions to the Brotherhood. Good
21. Effect of the A.F.L. federal local charter in enlisting porters as members. Good

*********Please send above information to:
Eastern Zone Office
Brotherhood of Sleeping Car Porters
103 East 125th Street, #710
New York, N. Y. 10035

From J. P. Williams
Tampa Division

THIRD NEGRO LABOR CONFERENCE

January 9

Washington, D. C.
12th Street Y. M. C. A.

Program

* * * * * * * *

To awaken an interest among the colored and white public in the problems of the Negro worker in American Industry and in relation to organised labor.

Method

1. Discussion
2. Citizens Organisations
3. Resolutions

Composition

The Negro Labor Conference comprises representatives of practically every section of Negro opinion in the community, including the church, press, business, education, fraternal societies, politics, law, social service, medicine, together with white labor and liberal representatives.

Purpose

1. To create favorable public opinion for the Brotherhood of Sleeping Car Porters.
2. To raise funds to aid the porters' fight for the right to organize, a living wage, and the abolition of the tipping evil.

Agenda

The Negro Worker and Organised Labor	Abram L. Harris
The Negro Worker and the Employer	Charles Thomas
The American Federation of Labor	Frank Morrison
The Negro Worker and the Church	Rev. H. T. Medford
The Negro Worker and Politics	Charles Wesley
The Negro Worker and Health	Dr. Algernon B. Jackson
Labor and Religion	Dr. John A. Ryan
The Negro Worker and the Press	F. Morris Murray
The Negro Worker and Industrial Democracy	Frederick Haller
The Negro Worker and Social Service	Mrs. Mary Church Terrell
The Negro Worker and Education	Neval H. Thomas
Discussion Leaders	Miss Helen Smith of the Women's Trade Union Leag Mr. Judson King
The Negro Worker and the Labor Press	Gil Hyatt
Discussion Leader	Lawrence Todd
Director of Conference	A. Philip Randolph
Assistant General Organiser	W. H. DesVerney
Secretary-Treasurer	Roy Lancaster
Washington Division Organiser	Peter Anthony

THE BROTHERHOOD OF SLEEPING CAR PORTERS IN THE CITY OF NEW YORK

by Theodore E. Brown, Director of Research

Twenty four years ago a small group of men met in a hot sultry apartment on West 139th St. They were serious and determined. They were struggling with an idea, if successful, would help shape the cause of economic liberation for an entire craft of railroad employees. In addition, their efforts would have much to do with the economic liberation of the American Negro. On that night in the apartment of the late Delaney Scroggins, the question under discussion was: "What could be done to bring economic security and dignity of personality to a craft of men employed by the Pullman Company and classified as porters". Meeting with Scroggins were the late Hugh Carter, a porter named Madison and Mr. Ashley L. Totten. Totten later became the International Secretary-Treasurer of the organization. The meeting lasted approximately two hours. The results can be stated briefly, namely: that efforts would be made to organize, into an independent organization, the nearly eighteen thousand employees of the Pullman Company, classified as sleeping car porters, attendants and maids.

It is significant that from such an inauspicious beginning the organization which is today known the world over as the International Brotherhood of Sleeping Car Porters, had its birth place in the New York City ~~city which is at this time celebrating its Golden Anniversary~~. It is also significant that in this great city of culture and social progress, the weary and browbeaten porters were able to find and to interest an individual willing to lead the organizational fight. For after numerous futile efforts it was clear, that someone not on the payrolls of the Company would have to lead the battle.

From that meeting went Ashley L. Totten searching the city for someone to lead the drive. All he could offer was an opportunity to assume the uncompensated leadership role in a noble undertaking. There was no salary because there were no funds. As a matter of fact only a limited few porters believed that the giant Pullman Company could be successfully challenged.

During this period of the city's history, A. Philip Randolph was editing the crusading magazine THE MESSENGER. On the street corners and in meeting halls of the city, he was lecturing eloquently for noble and, what some thought, lost causes. Randolph heeded Totten's plea to assume the task of organizing porters into a bona fide trade union. From such humblebeginning an organization was started which was to make its influences felt not only in the great city of New York but also in every state of the nation and the far flung corners of the world.

After a decade of successes and reverses typical of any group fighting to remove the shackles of oppression, the Pullman Porters under Randolph's leadership, entered into the bright sunshine of status and equality with their fellow organized workers in the Railroad industry. In that relatively short period of time the Brotherhood and Randolph, still working without regular compensation, had succeeded in getting the Congress of the United States to include in the wording and meaning of the revised Railway Labor Act of 1934, employees of sleeping and dining cars; chartered more than fourscore locals in every section of the nation and finally in 1937 negotiated and signed a national agreement covering wages, hours and working conditions with the Pullman Company. This is significant for it marked the first time in recorded labor history that Negro workers, solely under Negro leadership, had successfully established battle lines on trade union issues with a giant American corporation, later classified by the United States Supreme Court as a trust, and had emerged victorious. It is with much pride at this time that the Brotherhood of Sleeping Car Porters reflect the contribution made by the City of New York to this great effort. For then, as now, New York has been the International headquarters of the organization.

The story of the Brotherhood of Sleeping Car Porters in the City of New York would not be complete without mentioning the unselfish aid and cooperation rendered the organization, by the recent Mayor of New York, the late Fiorello H. La Guardia.

As a lawyer, congressman and city administrator executive, La Guardia was very helpful to A. Philip Randolph and the cause he represented. Porters still relate how at the turn of the 30's La Guardia successfully defended Porter James Smith, who was arrested in Utica, N.Y., on trumped up company charges. The successful and serificing fight that La Guardia made after journeying to that city is legendary when we review the road the Brotherhood has trod.

The influence of the B.S.C.P. in the progress of New York is varied. Early in the 30's during the frightful depression years, Brotherhood officials in company with Dr. Channing Tobias, the Rev. Shelton Hale Bishop and the late T. Arnold Hill, lead a protest group to the offices of the late Commissioner Hodson of the Department of Public Welfare in the City of New York. This group of valiant citizens were demanding that certain Negro supervisors in the Department be returned to their supervisory jobs. Totten participated in this effort and tells how one Negro supervisor Mrs. Bessie Smith had appealed to the Brotherhood of Sleeping Car Porters for aid when she was unjustly removed from her job with the Welfare Department. Today the influence this group of citizens made on the department has since borne fruitful results in the personnel policy of the department as it effects its Negro employees.

New Yorkers still refer to the silent mass protest demonstration in the early 30's. Pullman Porters led by Brotherhood officials and supported by such stalwart community leaders as Rev. Lloyd Imes and former State Assemblman Andrews. The group were protesting the vicious, and at times inhhman, treatment of the Pullman officials in the Company offices in the Pennsylvania Terminal and the New York Central.

The fight of the B.S.C.P. in helping to secure equality of consideration in the employment policy without regard to color in the employment policy of the New York Board of Transportation is now history. Commissioner Delaney of the Subway

System is reputed to have stated that Negroes would not be hired as conductors on the 8th Ave. Subway System which was soon to open. Brotherhood officials in cooperation with Mr. Allen of the New York Urban League aroused the community. As a result the first Negores ever to work as conductors on the New York subway system were former Pullman Porters. As a matter of fact the first Negro Motorman and first Negro Change-makers were former Pullman Porters.

The fight the organization has made in behalf of the economic emancipation of the more then fifteen million American Negroes has had many of scenes in the great city. The activities of the National March On Washington Movement and its giant Madison Square Garden mass meeting in 1942 is history in a development of this great city and the socio-economic developing of its citizens. The equally mammoth meeting in February 1946 in the same arena under the auspices of the New York Chapter of the National Council for a Permanent Fair Employment Practice is significant in the fight of New York for a federal F.E.P.C. In the modest offices of the organization at 217 W. 125th St. President A. Philip Randolph conceived the idea and laid the plans for a proposed March on the Nation's Capital, which caused the late Franklin D. Roosevelt, as President of the United States to issue in June 1941, the historic executive order No. 8802. This order barred racial discrimination in government service and industries during World War II.

It was in the same offices last year, a small group met with Randolph and there discussed the policy of discrimination and segregation practiced by the Armed Forces of the United States against citizens solely because of their color. With Commissioner Grant Reynolds, Randolph is leading the fight against jim crow in the armed services. As a result of this effort the nation and the world is witnessing a courageous and determined battle to remove the yoke of second class citizenship which is the current status of American Negroes. In this great effort the members of the Brotherhood are unqualifiedly supporting the Committee Against Jim Crow in the Armed Services headed by Randolph and Reynold.

In the history of the City of New York the Brotherhood of Sleeping Car Porters has played a significant role. At the occasion of the Golden Anniversary of the city, the Brotherhood can feel proud of the part it has assumed in helping to make New York the truly great cosmopolitan metropolis of the world.

To Systematically

Rebuild Confidence

Stimulate the payment of dues

Increase Membership

Develop Solidarity

in the

BROTHERHOOD OF SLEEPING CAR PORTERS

By

A. Group organization plan.

B. Group leaders Council.

C. Service Committee.

D. Economic Council Co-operation.

E. Citizens' Committee Co-operation.

F. Publicity Program.

G. Confidence Tour.

PLAN OF

GROUP ORGANIZATION FOR INTENSIVE CONTROL

Group to Consist of Twelve Porters, Members and Non members Proportionally

1. Ascertain number of men in district. Secure names and addresses if possible.
2. Secure list and standing of members. Choose group leaders.
3. Determine proportion of members to non members. Assign each leader to group.
4. Line up, equip and instruct leaders. Assemble leaders and organize Council.

Duties of Leaders

Educate group in purpose of Organization.
Check payment of dues and assessments.
Bring into Brotherhood non members assigned to his group.
Function as member of Group Leaders Council.
Report semi-monthly either to local or General Organizer.

Record forms and Equipment

Individual record cards duplicate at headquarters	(4x6, name, serial number, district, group no. date of joining, fees, dues and assessments paid)
Semi-monthly Group report form	(loose leaf 5½x8½, 12 lines ruled columns for fees, dues, assessments, donations, triplicate one each to local and General Headquarters)

GROUP LEADERS COUNCIL

To replace Organizing Committees

Assemble Group Leaders and organize Council.
Check work and reports of Group Leaders.
Set up within council: Executive, Publicity Committees
Where no local headquarters exist set up Council records in lieu
Where Local Secretary functions reorganize on Group Council Plan
Work Economic Council co-operation Plan.
Work Citizens' Committee Co-operation Plan.
Hold Executive and Publicity Committee meetings weekly.
Hold Council meetings semi-monthly.
Set up machinery of Service Committee.

SERVICE COMMITTEE

To function as a general Morale contingent--to be composed of as many loyal militant members as may be advisable. Suggested letter setting forth duties appended.

CO-OPERATION PLAN

OF THE

WOMENS' ECONOMIC COUNCIL

ORGANIZE COUNCIL

SET UP CO-OPERATION COMMITTEES

(Membership
(Dues & Assessment
(Public Support

This council should be organized among the colored women in the community and while a special effort should be made to secure the wives and relatives of Pullman Porters as members of the council. No hard and fast rules should obtain as to membership. Success in organizing the council will depend largely upon the character and personality of the individual secured as head or President of the council. The aim should be to get as strong and popular a woman as possible, provided such person can also be interest enthusiastically in the work of assisting the Brotherhood of Sleeping Car Porters. Besides the specific duty of assisting the Brotherhood through the co-operation Committees, the council should have certain general aims which could be realized and effected through a number of other committees, viz: Education, Home, Improvement, Employment, Citizenship, Co-operative buying, Social, and Recreation, and civic committees.

Interest in the council should be stimulated and maintained by assigning the women to duty in the various committees, encouraging them and developing their interest in the work. The three Co-operation Committees formed to assist the Brotherhood of Sleeping Car Porters will function as follows:

MEMBERSHIP COMMITTEE---The women composing this committee will have as their duty the work of assisting the group leaders of the Brotherhood to bring in or induct the non-members assigned to their group. Each group leader will be furnished with the names of the members of the Membership Committee and he will be privileged to call upon any of these members to assist him in the effort to get a non member Porter into the Union. (Frequently the women working the wives of the Porters can do this job better than the Porters themselves)

DUES AND ASSESSMENT COMMITTEE---The women who are members of this committee will assist the group leaders to stimulate the payment of dues and assessments among the members. Each group leader will be furnished with a list of the names of the women on this committee and he will be privileged to call upon these women for service which they will furnish in like manner as in the Membership Committee.

PUBLIC SUPPORT COMMITTEE--The members of this committee will make lists of prominent people and will schedule interviews with these people selling them the idea of supporting the Brotherhood of Sleeping Car Porters.

CITIZENS' COMMITTEE

This committee will be formed from among the most prominent individuals in each community who can be persuaded to support the Brotherhood of Sleeping Car Porters in their effort to secure a living wage which will support their families without their being compelled to rely on tips. The work of forming this committee will be greatly facilitated if a very prominent individual is secured as President. Upon the securing of this individual, a letter from this person stating his reasons for agreeing to head this committee should be released to other prospective members as part of the inducement to secure membership.

In addition to the special cooperation which this committee will furnish to the members of the group leaders council, the functioning of this committee will be as follows: 1st--Immediately upon the completion of the organizaion of the committee, a letter should be released both by direct mail and through the press, setting forth the establishment of the committee, its aims and objects, together with the justice of the Pullman Porters' cause. 2nd--From time to time releases should be distributed under the names of the committee with a view to create public sentiment in favor of the Brotherhood of Sleeping Car Porters. 3rd--Meetings of the committee should be staged, of a semi-social nature if possible, to which meetings the friends of the Brotherhood should be invited and during each meeting an atmosphere should be created calculated to stimulate a great deal of enthusiasm.

The specific co-operation which this committee will render to the group leaders council will be as follows: Non members of the Brotherhood and members who are behind in their dues and assessments would frequently have some friend among the prominent individuals composing the Citizens' Committee to whose opinion these non members and non dues paying members, would give great weight. When group leader ascertains that a non member or a slack member can be "handled" by any member of the Citizens' Committee, he should immediately get in touch with such Citizens' Committee member, and acquaint him with the situatiom and secure his assistance. The manner and method by which the prominent citizen should handle the situation would be worked out from the situation itself.

PUBLICITY PROGRAM

The matter of securing publicity for the Brotherhood of Sleeping Car Porters is an important one and is divided into two phases.

1st---A distribution of information, bulletins, stimulation and encouragement among the men themselves.

2nd---The releasing of information, propoganda, offensive and defensive arguments to the general public.

Messenger Campaign

A systematic Messenger Campaign in most districts would go a long way toward both 1 and 2. Regular and systematic communication by mail should be carried on to members and friends of the Brotherhood; also an intelligent campaign should be launched to secure publicity in the local press.

CONFIDENCE TOUR

The psychology of the Brotherhood of Sleeping Car Porters situation at this time demands a baptism of confidence and should best be affected by a tour made by the General Organizer in company with one or more prominent national character. Suggestions of individuals to accompany Mr. Randolph on this tour would be, Clarence Darrow, Sam G. Untermuyer, W.G. McAdoo, Frank P. Walsh. If any one of these men, or some other equally prominent individual should be secured and a tour arranged, one night stops in each district headquarters should be made. The result in increased dues and assessments will more than repay cost of tour.

BROTHERHOOD OF SLEEPING CAR PORTERS
L.A. DIVISION
1315 E. 12th St

TO MEMBER OF SERVICE COMMITTEE:

LOYAL BROTHER:

In view of the fact that you have proven your loyalty and faithfulness to the Brotherhood and have "carried on" so well and courageously, the Organizing Committee has recommended that your name be placed on the roster of the Service Committee, which is the backbone of our Organization. The members of the Service Committee are entrusted with the task of conserving the Spirit of the Brotherhood, which includes the following duties:

1. Preach Loyalty to the Brotherhood and to our General Organizer, A.Philip Randolph.
2. Preach faithfulness to Brotherhood obligations.
3. Stress the necessity of intelligent service to Pullman Company.
4. Emphasize the necessity to be stout hearted.
5. Report immediately to Secretary-Treasurer anything of importance to the affairs of the Brotherhood.
6. Keep your thinking cap on at all times, and furnish suggestions for the good of the Brotherhood.

The price of Success is ceaseless effort, and we will win as we ourselves pay the price of Courage, Determination and Work.

May you keep the faith.

GEO. S. GRANT
Sec'ty-Treasurer

BROTHERHOOD OF SLEEPING CAR PORTERS

Outline

Militant fight of black workers

Beginning of Brotherhood of Sleeping Car Porters

BSCP began in home of porter W. H. DesVerney. Ashley L. Totten and Roy Lancaster also present

Primary question raised: Would I undertake to organize porters? My answer: Are brothers willing to lead fight in New York? Their reply: Their role would have to be secret to avoid stoolpigeons informing on them.

Fred R. Moore, publisher of New York Age spoke to porters Athletic and Literary Society. Was questioned by porters - did he think I was a good person to organize porters? His reply: Yes.

My contact with Fred R. Moore: He told me about meeting with the porters and their question to him about me organizing them. Moore and I at loggerheads. He considered me an extreme radical. He was the spokesman of the Booker T. Washington racial doctrine.

Next Brotherhood meeting held in Messenger office

At this meeting I pointed out to the men that I would have to talk with them from time to time to get information to write a series of articles before beginning any actual organizing. They inquired as to how long that would take. I told them practically a year.

Ashley L. Totten, the most radical member of the group, suggested that in my street meetings I talk about this matter of a porters' union. I agreed, but I insisted that I needed to talk to them before that because I had to learn something about the porter's job.

I told my wife of plan to organize porters. She agreed to support it.

Billy Bowe one of the early organizers

Beginning of series of articles on porters' union

Beginning of series of union meetings

Porters begin propaganda for union

Porters begin distributing Messenger

Crusade for porters union begins on big trains - Broadway Limited, Twentieth Century Limited, Merchants (between New York and Boston)

Pullman Company superintendents begin questioning porters about union

Pullman Company began propaganda among porters for Plan of Employee Representation, or Company union

Pullman Company plans national conference for Plan of Employee Representation

Some representative Negro leaders call on me in Messenger office to talk about porters' union. They question adviseability of movement to organize porters in the union against Plan of Employee Representation of the Company.

Negro press begin attacks on proposed porters' union

Meeting inviting all porters to attend held in Elks Auditorium in Harlem. (describe meeting) Only porters admitted to meeting. I was the only speaker.

Organization of porters' union catches fire. Following meeting, Negro press carries article on union, questioning adviseability

Provisional name of union- Organizing Committee to Form a Porters' Union.

Members of Committee running to Chicago contacted M. P. Webster who was once head of porters' committee, a part of R. L. Mays International Union of Colored Railway Workers.

Letter to Webster requesting him to plan meeting of porters. Date set for my visit to Chicago. Chicago was center of railway industry and largest number of porters.

Visit to Chicago: Made address to packed audience of porters. Men rallied to the call for a porters' union. Webster appointed as provisional organizer. Nobody in the movement drew any pay.

Rode in coach to Chicago. Porters on train afraid to speak to me. Pullman porters walked through coaches to get a glimpse of me but never said a word to me.

Return to New York. New York movement began to grow. Joining fee set at one dollar.

Webster began union meetings for porters. Held meeting every night; held largest number of meetings of any local in Brotherhood

Pullman Company calls conference of Plan of Employee Representation. Wages of porters raised by company at conference. Wide publicity given to conference and wage increase for porters

Discharge of some porters active in organizing Brotherhood.

First Brotherhood convention. Stoolpigeons swarm around convention

Trip planned, from New York to California, for me to hold meetings with porters and also public meetings. Porters active in union discharged.

Trip to St. Louis. Porters' and public meetings held

Trip to St. Paul. Porters' and public meetings held

Other stops included Seattle, Los Angeles, San Francisco, Portland, Oakland, Salt Lake City, Denver, Omaha, Buffalo, Albany. Trip successful in establishing locals and securing new members

ST.LOUIS

1. Date of first meeting to organize a local of BSCP in St. Louis
2. Who called the meeting?
3. Who were the officers of the local union?
4. Date of first public meeting of the union
5. Nature of opposition to the union
6. Who were the first porters fired because of the union?
7. Attitude of local Negro leaders in the city toward the union
8. When was the first full-time officers of the union appointed?
9. Date of first meeting for Randolph appearance for BSCP in St. Louis
10. What was highest peak of Brotherhood membership
11. Number of porters fired on account of the union
12. Date of organization of Ladies Auxiliary
13. Was there a movement to organize porters prior to the Brotherhood
14. Relation of white unions to the Brotherhood
15. Number of cases involving porters won by the Brotherhood, and number lost
16. Attitude of Negro press in St. Louis to the Brotherhood
17. Attitude of Negro church to the Brotherhood
18. Attitude of Negro members of local A.F.L. unions to the Brotherhood
19. Effect of the A.F.L. federal local charter in enlisting porters as members

HISTORY OF BROTHERHOOD OF SLEEPING CAR PORTERS

LOCAL #6

AT

FLORENCE, SOUTH CAROLINA

The Brotherhood of Sleeping Car Porters was organized at Florence in the early 1940's at the home of Bro. William Preolua. The first local chairman was Bro. Alex Green. Bro. Archie Holmes was the first secretary. Bros. Alex Green, William Preolua, Joe Green, William B. Mack, Walter Rainge and Willie Green were among the group to call the first meeting.

Since organized labor had never exsisted among Negroes in the south, it was difficult to find a place to meet. The Pastors and officers of the churches were afraid to let the organization hola a meeting there because they didn't know what the outcome would be between them and their so-called white friends. They had to held secret meetings at the home of Bro. William Preolua.

During World War II, the organization was very much talked about; but after the war business began to decline with the railroad and trains were cut off. The porters stopped paying dues. Some porters were asking the conductors for information as to what to do, but the conductor said that they did not need an organization. At this time, the conductors had an organization.

When Bro. Alex Green was local chairman, the Brotherhood was put in a law suit by Mr. Henry Pressly. The Brotherhood won the suit. At this time, Bro. Joe Green was appointed local chairman and Bro. A. J. Pringle was appointed secretary.

In the early 1950's, Bro. Randolph came to Florence and organized a Ladies Auxiliary which did not last very long. The Brotherhood kept the faith.

During this time, the Brotherhood was brought into another law suit by Mr. Fred Thompson. At this time, Mr. Thompson won the suit in 1962.

Bro. Arthur Bowers was appointed local chairman. The International tried to get the working agreement with ACL management but failed. It was a hard struggle to get the porters together, but since then the Florence division has sent the local chairman to the regional conference and to the National Convention in 1965.

Bro. Randolph visited Florence in September,1967. Bros. Joe Green and Wheeler Bates were honored at a banquet held in the Wilson High School cafeteria. The next day we had the opportunity to take Bro. Randolph to St. Helena Island, S. C. The Brotherhood was the first Black labor organization to come to Florence, S. C. and the train and mail porters have benefited from it in salary and working conditions.

A. Bowers, Local Chairman
(BSCP)

Bradley

SOME OF MY EARLY EXPERIENCES ORGANIZING PULLMAN PORTERS IN ST. LOUIS

by E. J. Bradley

I resigned my job with the Pullman Company on November 1, 1926, and on that same day opened my office for the Brotherhood of Sleeping Car Porters in Room 306, People's Finance Building, 11 North Jefferson Avenue.

I started with a stenographer at $15.00 per week and rent at $22.50 per month. After four or five months I had to cut the salary of the girl to $8.00 per week. Shortly thereafter she quit as the wages were too low. One of my members, William Miller, had been discharged for his activities in our union. His daughter Ollie L. Miller, now Mrs. Palmer, had just finished high school and started taking a business course. When her father was discharged, she had to give up her business course. I hired her at fifty cents per day. She is still with us and is now getting fifty dollars per week and entering into her twenty-second year with us.

The day I opened the office, five or six of my members were fired by the Superintendent Mr. A. V. Burr. Beginning November 1, 1926, any porter seen talking to me or even on the same side of the street I was on, would be called in and told that he would not be with the Company long if he was seen around that man "Bradley" any more. Every day porters were being discharged because some "stool-pigeon" would spy on them and tell Mr. Burr that they belonged to Bradley's union.

Just about November, 1926, Bishop Carey held a Methodist conference and warned all of his local preachers to discount the "Randolph Movement"

Bradley

and they did just as they were advised. The St. Louis Argus printed a very bad article against our organization. We could only get into two of our big Negro churches, namely Central Baptist, of which the late George Stevens was pastor and Metropolitan A.M.E. Zion Church with the late Rev. Jackson as pastor.

On November 30, 1926, I received my first month's salary of $150. I did not get another check until October 1, 1935, and that was for $100.00 per month providing we had enough funds in the international treasury to take care of the international officers at $100 per month. There were six international officers on October 1, 1935. I had quite a deal of money when I opened the office and immediately I began paying all of the bills such as rent, stenographer, telephone and advertising. I also paid all of my traveling expenses from my own funds as there was no money available in our New York office.

Our convention was held in St. Louis in September, 1930 with about a dozen persons present. Ashley L. Totten was elected International Secretary-Treasurer at this convention and is still holding that office.

Early in 1928, I filed twenty-four lawsuits against the Pullman Company for wrongful discharge of that number of porters. Roy N. Rooks took the cases and after several years gave them up. I then took them to the law firm of Mason & Flynn. They worked on the cases for several years and finally called me in and told me that they had an offer from the Pullman Company agreeing to pay each man $50.00 and also take care of the lawyer's fee. At this point the number of my men had dropped to fifteen. Eleven of those men took the $50.00, but four refused it and took their cases to Jack London who processed their cases to a point where the Pullman Company agreed to compromise with each of the four men for $875 and pay their lawyer. They agreed to accept this.

Bradley

Of the more than five hundred men who were discharged all over the country for being connected with the Brotherhood of Sleeping Car Porters, those men in St. Louis were the only men who got a single penny from the Pullman Company for being wrongfully discharged. I put $150 up on their suits when they were first filed, because the men did not have any money. I have never gotten a penny back for the funds I put up for that lawsuit. I gave several dances and gave the proceeds to the discharged men. I took up donations from many of the loyal supporters of the Organization and distributed the money equally among the men.

By 1933, I was flat broke and my wife put me out, and I went to my youngest daughter's home to live. Her name is Martha L. Harrington, 4360 North Market Street. I lived with her unti 1936.

It was early in 1933 that I notified our Chicago office that I would not be able to carry the rent and other expenses of the local any longer. The International Office advised me to close up the St. Louis office. This I refused to do because that would have shown weakness in St. Louis, which was the third largest district the Pullman Company had, and if it was ever closed, the Pullman Company would feel that it had won a signal victory in St. Louis and the propaganda would have weakened many other smaller districts. I firmly believe that if St. Louis had been closed, we would never have won our fight with the Pullman Company for the porters, maids and attendants.

During the early stages of our organizational drive, the Pullman Company had made a deal with five of the largest Negro newspapers to have a supply of their papers in each Pullman office each week with an article in each edition written by some preacher or educator advising Pullman porters to beware of that "Randolph Union". Those papers were supplied

Bradley

to all Pullman offices for several months. The Pullman Company gave Perry Howard, a Negro lawyer $5,000 to debate the labor question with Mr. Randolph. This debate was held in one of the Negro high school auditoriums in Chicago. Mr. Randolph easily defeated Perry Howard in the debate.

The late Mr. Abbott, at that time owner of "The Chicago Defender", a large Negro weekly newspaper, later admitted to Mr. Randolph that he had been given thirty-five thousand dollars to defeat the movement to organize Pullman porters. Many Negro ministers accepted $300 to keep any and all of us out of their churches.

Sometime in 1928, we were given federal charters (about sixteen locals) and we did move up slightly in paid-up members, but not much. Those federal charters did give us the protection of the powerful American Federation of Labor. Immediately after the amendment to the Railway Labor Act in 1934, we began an intensive campaign to organize all of the Pullman porters, maids and attendants preparatory to holding an election by the National Mediation Board. That election was won by almost six to one and shortly thereafter, we wrote the Pullman Company for a conference to work out an agreement.

We argued back and forth for several months and finally, we went into their offices on April 5, 1937 and stayed there until 4:10 P. M., August 25, 1937, exactly twelve years from the date we first started to organize the porters, maids and attendants, which was August 25, 1925.

At the time we signed the agreement, the top salary for a porter who had been in continuous service for fifteen years was $87.50 per month. We got a twelve dollar a month raise and three months back salary in our first agreement, making the top monthly salary for a fifteen year man one hundred dollars. The top salary of a fifteen year man today is $244.49.

Bradley

per month with time and a half for all time in excess of 205 hours per month. We are now about ready to sign an agreement that will increase the salary of the porters generally more per month. We are also trying to negotiate certain rule changes that will be an advantage to our membership.

As a result of my office being closed in 1933 for several months, all of my office equipment was sold by the People's Finance Company to recover $265.00 that I owed them in back office rent. All of my older records were destroyed when my desks were sold. The same thing happened in our New York office. It will be difficult to find my records dating as far back as 1929 or 1930. You may be able to get back issues of "The St. Louis Argus" if they will let you have them. I doubt this very much as they do not want the public to know that they were an ally of the Pullman Company at one time and did all in their power to defeat our drive to organize the Pullman porters.

Hunter

REPLY TO THE INDUSTRIAL DEFENSE ASSOCIATION, INC.

BOSTON, MASS.

By A. Philip Randolph

As a species of utter and unspeakable desperation, the Pullman Company has sent out its inspired propaganda against the Brotherhood of Sleeping Car Porters, through an organization which styles itself, The Industrial Defense Association of 7 Water Street, Boston, Mass.

The Pullman Company seeks to conceal its fight on the porters' right to organize for a living wage, decent hours of work and improved working conditions behind an attack upon A. Philip Randolph, the General Organizer of the Porters' Union. The Company feels that if it can discredit the Porters' Union leader, the Brotherhood will go to pieces, following the rule that when the leader is shot down, the rank and file will be routed.

Proof that it is Pullman propaganda is seen by the time of the attack. It is interesting to note that although the statement of the so-called Industrial Defense Association is predicated upon alleged opinions of mine appearing in the Messenger, the most objectionable and dangerous opinions from the point of view of the Association appeared some eight or ten years ago. The Association has only sought to give them currency when the Movement to organize the porters began, some ten years after the said opinions appeared.

Any reasonable person will naturally inquire, why is it the Industrial Defense Association has been so belated in protecting the citizens from these allegedly terrifying and subversive opinions, when the files of The Messenger andmy statements will show that no so-called objectionable opinions have appeared in the last two and a half years that have not appeared in print or been spoken by me eight or ten years ago.

Now if these opinions of mine, deplored by the Industrial Defense Association, are harmful to-day, they were, by the same token, harmful in 1918 and1919. But the real reason why the Association did not give them publicity and send codified copies of same to leading citizens and papers,, is that the Pullman Company had no reason to seek to discredit me, since I was not actively organizing the Pullman porters and maids.

So much then for the motive. Now a word about the merit of the opinions.

The first charge is that I believe in social equality for the Negro. This is true. All intelligent Negroes, like intelligent whites, believe in social equality, but only the more progressive and independent element will proclaim it.

Now social equality means social justice. When there is social inequality, there is social injustice. It does not mean that Negroes will seek to force their society upon white people or that white people will seek to force their society upon Negroes. It does mean that Negroes shall have the opportunity to enjoy every right and privilege, economic, social, educational or political, enjoyed by any other group, regardless of race or color/

Second, I am charged with a belief in miscegnation of whites and blacks.

I believe in the right of a Negro or a white person to marry whomsoever he chooses. I am opposed to any legislation prohibiting the intermarriage of Negroes and white people, since it only protects white men in their license of sex exploitation of Negro women, because illigitimate children are not permitted to inherit the property of their fathers. It is interesting, in this connection, to note that despite the laws against intermarriage in the South, practically three-fourths of the Negroes are mullatoes. Thus laws against intermarriage do not prevent miscegenation, but they only stigmatize Negroes and rob Negro women of social and legal protection.

Third, I am charged with the belief in the abolition of conventional marriage and the substitution of free love.

This is an obvious patent and malicious misrepresentation. There is nothing in my spoken or written statements which expressly or impliedly can be construed to mean that I entertain any such opinion. I have never advocated the abolition of conventional marriage or the substitution of free love. Perhaps the best evidence of my belief in conventional marriage is the fact that I am myself married.

Fourth, I am charged with the belief in freedom from all religious inhibitions and restraints and the adoption of atheism as a means to freedom.

This, too, is a definite misrepresentation. I have never advocated any such opinions. I attend churches, although I am not a member of any particular church. I was raised in the African Methodist Episcopal Church, my father being one of its oldest ministers. I am not an atheist. I am fully appreciative of the social and spiritual value of the Church of all faiths.

Of course, It is a matter of common knowledge that some of our most useful citizens are not churchmen. Thomas Jefferson, Thomas A. Edison, Clarence Darrow, Henry Ford, and others. But I have heard of no attack upon these characters by the Industrial Defense Association.

Fifth, I am charged with the encouragement of class and racial hatred as a means of bringing about the Russian conception of the "new social order".

This is a deliberate misrepresentation. I don't advocate a policy of encouraging class and racial hatreds, but I recognize their existence andseek to eliminate said hatreds through the method of organization and education. I do not now, and never did advocate the Russian conception of the "new social order" for America. On the contrary, The Messenger files will show that I led the fight on Communism among Negroes. And to-day the Communists, through the Daily Worker and the American Negro Labor Congress, a Negro Communist Organization, are denouncing and condemning me, together with President William Green, for the postponement of the Pullman porters' strike set for June 8th. There is also a Negro Communist paper called the Negro Champion which has recently begun publication again and its first issue carried a bitter attack on me and Mr. Green, carrying a cartoon and a statement adopted by the Executive Committee of the American Negro Labor Congress whose purpose and intent are to discredit my leadership of the Porters' Union.

Sixth, I am charged with advocating riot and bloodshed by the Negro as a legitimate method of registering protest against white intolerance and violence.

This charge doubtless arises from the fact that during the race riots in Chicago and Washington, following the World War, The Messenger advised Negroes to defend themselves when attacked by the white mobs by shooting to kill. I stikl believe this to be a sound race policy and absolutely justified. If a nation is justified in defending itself by fighting back when attacked, so is an individual or a group justified in defending itself by fighting back.

Negroes are not inherently and fundamentally different from other peoples. All races and peoples will fight back when attacked even though it entails bloodshed. However, I believe in the abolition of all wars, national, racial and class. I don't advocate a racial policy of violence as a method of effecting a solution of the Negro problem. Tolerance, education, cooperation are the constructive solvent keys to all problems, racial labor and nationality.

Seventh, I am charged with the advocacy of a program for arousing the sleeping giant of "color" and the ownward march of all the black, brown and yellow races to domination in world affairs.

I do believe in a program which will awaken the black, yellow and brown peoples of the world to a realization of their rights and power in order that they might put an end to their exploitation by white foreign powers and may proceed along the path of orderly education, organization and cooperation, which will make for their national and international advancement.

It is not my philosophy, however, that they should be awakened in order to establish domination over world affairs. They must be awakened in order that they may be able to protect their economic, political, social and racial and religious interests, and also in order to be able to constructively participate in the spiritual cooperation for world peace. Neither white, black yellow or brown peoples should be permitted to dominate world affairs, for no race is good enough to dominate another race. The hope of the world lies in mutual, intelligent, constructive and creative cooperation, not domination. Domination permits and fosters exploitation, it leads to wars; cooperation is a conditions of true brotherhood and leads to peace among nations, races and classes.

Eighth, I am charged with the advocacy of the overthrow of our present form of government by force of arms, if necessary, and substituting therefor a governement patterned in the Bolshevik mould.

This is a violent and subtle prostitution of my written and spoken statements.

I do not now and never did believe in the Bolshevik pattern of Government for America. I believe that each country will and should be permitted to determine its own form of government. This is in harmony with ~~the~~ sound principles of social-political economy which recognizes that each country's form of government is the outgrowth of differing historical, political, social and economic backgrounds. I am a Socialist. But, I have not heard that is a crime to be a Socialist. Practically all of the leaders of the Needle Trade Unions and a large number of the painters of the East are Socialists. The present Chancellor of Germany, Dr. Mueller is a Socialist, and Albert Thomas, Secretariat of the International Lab or Bureau of the League of Nations is a Socialist; so is Ramsey MacDonald, former premier of England. It may be also interesting tonote that the American Federation of Labor, some of the standard railroad unions and the Socialists joined to support the late Robert M. LaFollette. Moreover, the Socialist Party has been one of the most militant and effective opponents of Communism in America and Europe. Though a Socialist I do not introduce or permit others to introduce politics into the Organization. The Brotherhood pursues a non-partisan political policy.

Ninth, I am charged with the publication of indecent literature in The Messenger.

This ~~x~~ is a vague and highly controversial allegation. What is considered indecent literature to one mind, may be regarded as fully puritan to another.

When one surveys the literature of the world, he will find that the first-class classics, recognized and accepted by world scholars, some of the finest creations of the men and women of ability, talent and genius, would be thrown upon the scrap heap, if we are to accept the mediaeval standards of literary appraisement dogmatically set up by the Industrial Defense Association.

Curious perhaps to be unitiated in the rich multiforms of literary expression, the Bible would fall under the ban of this self-styled paragon of moral and literary purity, for the Association would put into the index expurgatorious the books of Esther, Songs of Solomon, Deuteronomy, Leviticus, etc.

Such outstanding works of literary erudition as the offerings of Rabelais, Swineburne, Sir Richard Burton, Author of Arabian Knights, Gullivers Travels of Jnonathan Swift, Balzac, Faust of Goethe, Anatole France, Emile Zola, Walt Whitman, James Whitcome Riley, Bpccacio Decameron, Scenes from Hamlet, Rape of Lucrece, Venus and Adonis of Shakespeare, Canterbury Tales of Chaucer and most of the works of the dramatists of the Restoration Period of English Literature, such as Marlowe, Fletcher and Ford, would be summarily discredited and discarded.

Of the more modern writers, the Industrial Defense Association would relegate to the limbo of oblivion the fine, sensitive, social ~~literature~~ literary gems of Marcel Proust, Sinclair Lewis, Aldhous Huxley, Morand, Rene Maran, Jean Toomer's Caine, Ludwig Lewisshon, Edgar Lee Masters, Eugene O'Neil and D'Annunzio, Carl Sanburg, on the untenable and obscurantist grounds of indecency.

All of this literature, like the articles in The Messenger, are expressions of the forms of the movement of realism in art and literature. These works and authors are underwritten by the world's most notable literary and art critics and repose in the great libraries of the world as well as grace the reference lists of the professors of world literature in the universities and colleges of America and Europe.

Therefore, I accept the stupid attacks of the Industrial Defense Association as a tribute to the literary excellence and modernity of The Messenger, which is a goal devoutly to be wished by all publications that have pretentions to expressing the art and literary trends of imaginative efforts.

Tenth, I am charged with having attempted to evade the military draft during the World War.

While I did not attempt to misrepresent the facts of my life in order to escape conscription, I was fundamentally and morally opposed to the War and so stated it during the war. I am a pacifist so far as national wars are concerned. I criticised in the Messenger and in public speeches the hypocrisy of the slogan "Making the World Safe for Democracy", while Negroes were lynched, jim-crowed, disfranchised and segregated in America, despite the unmeasured sacrifice of their blood and treasure in the World War.

By all the rules and laws of the Selective Service Act, I was entitled to remain out of the War, and I so convinced the Draft Officers, otherwise I would have been conscripted.

To sum up the release against me, issued by the so-called Industrial Defense Association, is inspired propaganda, which is paid for by Pullman gold to discredit the leadership of the Movement for organize the Pullman porters and maids, for the recognition of their bona-fide right to self organization, a vliving wage, regardless of tips and the 240-hour work-month, instead of the nearly 400 hour work-month as a consequence of the 11,000 mileage basis of hourage work, computation. The Association has adroitly avoided mentioning the Brotherhood of Sleeping Car Porters in its attack in order to give the attack upon me the semblance of disassociation with the Pullman porters' fight. If the Industrial Defense Association had mentioned the porters' fight to organize the public would have forthwith recognized the motive behind the attack, and therefore, repudiated the Association as having selfish interests in its attack which wouldexplain its highly colored and biased presentation.

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Send notice of meeting

Freda Smoke
4430 E. 3rd
B.S. + D. H.

Painters Union
Lexington Ave + 56th Street
District Council Chapel
Thursday Evening

Cleaners Union
62 4th Street
New York City
Astoria Hall
Tuesday Evening

M. Biclios Vice
328 W. Van Buren St
Chicago
M. Bonis
James Boone Chicago

M. L. Greene
[illegible]

Anna Solomon
3319 W. Cumberland St
Phila Pa
Local 50 I. L. G. W.

Cable Teachers
Shop Collection

Morris Bland
Pres. Joint Board
52 N. 10th St.
I. L. G. W.
Phila Pa —

Sam Freedgard Sec
52 N. 10th St
Jewish Ladies
Makers Union
Phila. Pa

AS TO THE WRITER

A. Philip Randolph.

I did my high school work in Jacksonville, Fla., and my college work in the City College of the City of New York.

With respect to my standing among Negroes, I might say that I may pretty accurately be gauged by the types of groups that receive me, the types of organizations to which I belong and the attitude of outstanding Negroes toward me and my work.

I think, too, that it is generally admitted that one's own people are the most reliable sources from which to determine the character and worth of an individual.

Just as it would be unsound social policy to expect that an Englishman would give the proper and truthful appraisal of Americans, or capitalists to give the proper appraisal of labor leaders, so it would, by the same process of reasoning, be unsound and illogical to expect a sound and truthful appraisal of the leader of the Pullman porters' union from the Pullman Company, which is interested in breaking up the porters' union.

I was recommended by the Negro citizens of Philadelphia to Mayor Kendrick to be chosen to represent the Negro citizens of America and the world at the opening of the Sesqui-Centennial Exposition in Philadelphia, in June, 1926, At the opening, the only three speakers were Secretary of State, Frank B. Kellogg and Secretary of Commerce Herbert C. Hoover, and myself.

I conducted a seminar of lectures on the Negro and Industry for the Kings Mountain Students' Conference in Kings Mountain, N.C., under the auspices of the National Students' Council of the Young Men Christian Associations.

I freguently speak for the white and colored Y.M. C.A. and Y. W. C. A. conferences, as well as numerous church groups, Protestant, Catholic, Bahai, Etc.

I have spoken at the University of Southern California, the University of California, the University of Denver, Reed College of Portland, Oregon, Chicago University, Lincoln University, ets.

The National Student Council of Young Men's Christian Associations expressed a desire to route me through a number of white and Negro colleges last week, but I was unable to go because of our organization's work.

The following Negro organizations have endorsed the Brotherhood of Sleeping Car Porters:

1. The Shriners and Knight Templars
2. The New York Knights of Pythias
3. The Elks
4. The Lott Carey Baptist Convention
5. The Confernce of Congregationalists
6. The Interdenominational Ministerial Alliance of New York, Kansas City, Los Angeles, Boston, Pittsburgh and St. Louis
7. The National Federation of Colored Women's Clubs
8. The Negro Business League
9. The National Association for the Advancement of Colored People
10. The Leaders of the National Urban League

Among outstanding Negroes of the country you may consult as to my character and ability for heading up the Pullman porters' movement are:

Dr. Robert R. Moten, President
Tuskegee Institute, Tuskegee, Ala.
Successor to Booker T. Washington

Dr. D. Channing Tobias
National Secretary, Colored Y.M.C.A.

Mr. W. C. Craver
one of the Natinnal Secretaries of the
National Students Council of Y. M. C.A.
347 Madison Avenue, New York City.

Dr. George E. Haynes, one of the Secretaries
Bederal Council of Churches of Christ in America
612 United Charities Building
105 East 22d Street, New York City

Dr. A. Clayton Powell, Pastor
Abyssinian Baptist Church, one of the largest
Negro Churches of New York
132 West 135th Street, New York City

Dr. William Lloyd Imes, Pastor
St. James Presbyterian Church
141st Street & St. Nicholas Avenue
New York City

Dr. Emmett J. Scott, Secretary & Treasurer
Howard University, Washington, D.C.
Former Asst. to Newton D. Baker
Secretary of War, Washington, D.C.

Dr. Mordecai Johnson, President
Howard University, Washington, D.C.

Mrs. Mary McLeod Bethuene
Fromer President, Nat. Fed. of Colored Women's Clubs
President of Bethune @Cookman College
Daytona, Beach, Fla.
She is recognized as the leading woman of our race.

James Weldon Johnson, Executive Secretary
Nat. Assn. for the Advancement of Colored People
69 Fifth Avenue, New York City

Eugene Kinckle Jones, Executive Secretary
The National Urban League
17 Madison Avenue, New York City

Practically the entire Negro Press now
backs the Union and its leadership.

> Robert R. Church, the most prominent and one of the most highly respected Negro Republicans of the Country, Memphis, Tenn.

I am a member of the Masonic Fraternity, the Elks and an honorary member of the Alpha Phi Alpha, College Fraternity.

I have not mentioned any white persons since I feel that it is most important that one's standing be determined among his own people with whom he will most largely work.

Besides, even though the most responsible white citizens should endorse me, if I were not accepted by Negroes themselves, my work would be of no avail.

Respectfully,

A. Philip Randolph.

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BROTHERHOOD OF SLEEPINGCAR PORTERS

0349 M

Biographical Note - A. Philip Randolph

1889, Apr. 15	Born, Crescent City, Florida
1914	Married Lucille E. Campbell
1917	Successfully organized a small union of elevator operators in New York City
1921	Socialist candidate for Secretary of State of New York City
1925	Organized Brotherhood of Sleeping Car Porters
1935	Member of Mayor La Guardia's Commission on Race
1941	Organized March on Washington Movement
1941	Honorary LL.D., Howard University
1941	Member New York City Housing Authority
1957-	Vice-President of A.F.L.-C.I.O.
1963	Helped organize March on Washington
1964	Awarded Presidential Medal of Freedom

Scope and Content Note

The records of the Brotherhood of Sleeping Car Porters span the years 1940 throuh 1968, with the greater part of them dated after 1950.

Although the main focus of the collection is the Brotherhood of Sleeping Car Porters, the entire body of papers is pervaded by the personality and activities of the organization's founder, A. Philip Randolph. There are no papers relating to his creation of the Brotherhood in 1925 or to its subsequent struggles for existence as the various local branches of the union were being organized. However, an extensive subject file contains a great quantity of material on the growth and functions of the union from 1940 through 1968. The greater part of the subject file is made up of agreements reached between the union and all the nation's major railroad lines. There are manuscripts exchanged between local branches and the headquarters of the Brotherhood, as well as files relating to biennial conventions, financial matters, and the ladies' auxiliary.

That segment of the papers made up of general correspondence contains internal papers of the Brotherhood exchanged between Randolph and his principal aides (A. R. Blanchette, C. L. Dellums,

B. F. McLaurin, T. D. McNeal, Bennie Smith, and Milton P. Webster), as well as extensive correspondence with the A.F.L.-C.I.O. and a lesser amount with labor organizations representing the dining car employees, locomotive firemen, and railway clerks. Major contemporary labor leaders are well represented including Dave Beck, David Dubinsky, William Green, George Meany, Philip Murray, Michael J. Quill, Woodruff Randolph, and Roy, Victor, and Walter Reuther. There is correspondence of political figures and an abundance of letters exchanged with civil rights organizations and leaders such as Julian Bond, James Farmer, Martin Luther King, Jr., Floyd B. McKissick, Thurgood Marshall, Adam Clayton Powell, Joseph L. Rauh, Jr., Bayard Rustin, Arthur B. Spingarn, C. Sumner (Chuck) Stone, Jr., Walter White, Roy Wilkins, and Whitney Young, Jr. Of particular interest is a group of letters from the African labor organizer, Tom Mboya, concerning his activities among the workers of Kenya.

A portion of the manuscripts, consisting of a subject file and a small group of miscellaneous papers, contains A. Philip Randolph's papers which are not directly related to the Brotherhood.

Description of Series

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1-32	General Correspondence, 1940-68. 32 containers. Correspondence sent and received, alphabetically arranged.
33-93	Brotherhood of Sleeping Car Porters Subject File, 1940-68. 61 containers. Alphabetically arranged by subject matter.
94-	Brotherhood of Sleeping Car Porters Miscellany, 1939-66. 1 container. Miscellaneous papers chronologically arranged and a few unarranged printed items.
95-102	A. Philip Randolph Subject File. 8 containers. Alphabetically arranged by subject matter.
103	A. Philip Randolph Miscellany. 1 container A few family letters in alphabetical arrangement and biographical papers, financial papers, speeches, statements, articles, and notes grouped by type of material.

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	Rauh, Joseph L., Jr.
	Reed, Clyde M.
	Reid, Ogden
	Reuther, Roy L.
	Reuther, Victor G.
	Reuther, Walter P.
	Ribicoff, Abraham
	Robeson, Paul
	Robinson, Jackie
	Rockefeller, John D., Jr.
	Rockefeller, Nelson A.
	Rogers, William P.
	Roosevelt, Eleanor
	Roosevelt, Franklin D.
	Roosevelt, Franklin D., Jr.
25	Roosevelt, James
	Root, Oren
	Rosenberg, Anna M.
	Rural Poverty, National Advisory Commission on
	Rusk, Dean
	Rustin, Bayard
	Ra - Ry
	Schiff, Dorothy
	Schwellenbach, Lewis B.
	Shanker, Albert
	Shipler, Guy Emery
	Shriver, Sargent
	Smith, Bennie
26	Smith, H. Alexander
	Socialist Party
	Southern Christian Leadership Conference
	Spalding, Asa T.
	Spellman, Francis Cardinal
	Spingarn, Arthur B.

Container Nos.	Contents
	GENERAL CORRESPONDENCE, 1940-68
26 (continued)	Spock, Benjamin
	Springer, Maida
	Stanton, Frank
	Stassen, Harold E.
	State, United States Department of
	Stevens, Harold
	Stevenson, Adlai E.
	Stimson, Henry L.
	Stokes, Anson Phelps
	Stone, C. Sumner, Jr. (Chuck)
	Student Nonviolent Coordinating Committee
	Sweet, William E.
	Swing, Raymond Gram
	Sa - Sm
27	Sn - Sy
	Taft, Robert A.
	Tass
	Thomas, Elbert D.
	Thomas, Norman
	Thye, Edward J.
	Tobias, Channing H.
	Tobin, Maurice J.
	Trade Union Committee for Racial Justice
28	Transportation, United States Department of
	Treasury Department, United States
	Truman, Harry S.
	Ta - Ty
	Ulio, James A.
	United Transport Service Employees
	Un - Ut
	Va - Vo
	Wadsworth, James J.
	Wagner, Robert F.
	Walsh, David I.
	War Department, United States
	War Manpower Commission
	Warren, Earl
	Watson, Thomas J., Jr.

Container Nos.	Contents
	GENERAL CORRESPONDENCE, 1940-68
29	Watson, W. Marvin Weaver, Robert C. Webster, Milton P. Wechsler, James A.
30	Wheeler, Burton K. White, Paul Dudley White, Walter Widnall, William B. Wilkins, Roy Williams, G. Mennen Willkie, Edith Wilson, Bob Wilson, Charles E. Wirtz, W. Willard
31	Workers Defense League Works Progress Administration Wa - Wy
32	Yoshida, Shigeru Young, Robert R. Young, Whitney M., Jr. Y Zeckendorf, William, Jr. Z Unidentified correspondents
	BROTHERHOOD OF SLEEPING CAR PORTERS SUBJECT FILE, 1940-68
33	Advertising Agreements with Railroad Companies: Alton Railroad Atchison, Topeka and Santa Fe Atlantic Coast Line
34	Atlantic Coast Line
35	Baltimore and Ohio
36	Burlington Lines
37	Canadian Pacific

Container Nos.	Contents
	BROTHERHOOD OF SLEEPING CAR PORTERS SUBJECT FILE, 1940-68
38	Agreements with Railroad Companies: Canadian Pacific Central of Georgia Chesapeake and Ohio
39	Chesapeake and Ohio Chicago and Eastern Illinois Chicago, Milwaukee, St. Paul and Pacific
40	Chicago, Milwaukee, St. Paul and Pacific Chicago and North Western
41	Chicago, Rock Island, and Pacific Colorado and Southern Delaware, Lackawanna, and Western
42	Delaware, Lackawanna, and Western Denver and Rio Grande Erie Erie, Lackawanna
43	Florida East Coast Fort Worth and Denver Grand Trunk Western
44	Gulf, Mobile, and Ohio Illinois Central
45	Illinois Central International Great Northern Kansas City Southern
46	Kansas City Southern Lehigh Valley Long Island Louisville and Nashville
47	Minneapolis, St. Paul, and St. Marie Missouri, Kansas, Texas Missouri Pacific
48	New Haven New York Central

Container Nos.	Contents
	BROTHERHOOD OF SLEEPING CAR PORTERS SUBJECT FILE, 1940-68
49	Agreements with Railroad Companies: New York Central New York, New Haven, and Hartford
50	New York, New Haven, and Hartford Norfolk and Western
51	Norfolk and Western Northern Alberta Penn Central Pennsylvania
52	Pennsylvania Pullman
53-58	Pullman
59	Pullman St. Louis Southwestern Seaboard Air Line
60	Seaboard Air Line Seaboard Coast Line Soo Line
61	Soo Line Southern Pacific
62	Southern Pacific Southern Railway System Texas and Pacific Union Pacific
63	Western Pacific
64	*The Black Worker* Bulletins
65	Bulletins
66	Bulletins Canadian porters Conferences
67	Constitutions Contributions Conventions

Container Nos.	Contents
	BROTHERHOOD OF SLEEPING CAR PORTERS SUBJECT FILE, 1940-68
68	Conventions
69	Conventions Financial papers
70	Financial papers (bound volume)
71	International Executive Board, 1951-57
72	International Executive Board, 1958-67
73-75	Ladies Auxiliary
76	Ladies Auxiliary League for Mutual Aid Legal papers
77-79	Legal papers
80	Legislation Local affiliates of the Brotherhood: Albany, New York - Boston, Massachusetts
81	Boston, Massachusetts - Cincinnati, Ohio
82	Cincinnati, Ohio - Houston, Texas
83	Indianapolis, Indiana - Kansas City, Kansas
84	Little Rock, Arkansas - Montgomery, Alabama
85	Montgomery, Alabama - New York, New York
86	New York, New York - Omaha, Nebraska
87	Omaha, Nebraska - Santa Fe, New Mexico
88	Savannah, Georgia - Wilmington, North Carolina
89	Locomotive Firemen, Brotherhood of
90	Mayor's Board of Survey on Transfer of Relief Administration Membership lists *The Messanger* Press releases Programs

Container Nos.	Contents
	BROTHERHOOD OF SLEEPING CAR PORTERS SUBJECT FILE, 1940-68
91	Programs
	Shorter Work Month Movement
	Sleeping Car Conductors Bill
92	Teachers' unions
	Travel vouchers
	Union shop
93	Zone conferences
	BROTHERHOOD OF SLEEPING CAR PORTERS MISCELLANY, 1939-66
94	Miscellaneous papers, 1939-66
	Printed matter
	A. PHILIP RANDOLPH SUBJECT FILE [illegible]
95	Africa
96	Africa
	Articles, Requests for
	India
	Interviews, Requests for
97	Invitations
98	Invitations
	Japan
99	March on Washington, 1963
	Memberships in various organizations
	Negro education
	Negro history
	Negro leaders
	Negro press
100	Negro press
	Political parties
	Post War World Council
	Powell, Adam Clayton

Container Nos.	Contents
	A. PHILIP RANDOLPH SUBJECT FILE
101	Powell, Adam Clayton Race Conference, 1957 Speaking engagements
102	Speaking engagements White Citizens Councils White press
	A. PHILIP RANDOLPH MISCELLANY
103	Family Correspondence: Blount, Carrie Graham, Willie Mae Randolph, Lucille E. Biographical information Financial papers Speeches Statements Articles Notes

Processed by: Grover Batts
Date completed: February 1972

BROTHERHOOD OF SLEEPING CAR PORTERS.

Papers, 1925-1969.

29 document cases, 2 unboxed volumes & 1 oversize folder (12 linear feet).

This collection is comprised of three basic lots of materials: 1) Correspondence, membership and financial records, minutes of meetings, audio tapes, etc. (1925-69, unevenly represented) of the Chicago Division of the Brotherhood of Sleeping Car Porters. These papers, which also concern the main BSCP office in New York City and Division Offices in other cities, and to a lesser extent, Negro affairs in the country in general, are highlighted by highly significant A. Philip Randolph and Milton P. Webster correspondence during the time of the Brotherhood's early struggle to gain formal recognition from the Pullman Company. Boxes 1-16 of the papers, plus one unboxed volume, one oversize folder, and 18 reels of audio tape.

2) Correspondence, investigative and other reports, memoranda, etc. (June 1941-June 1946) of Milton P. Webster, Chicago Division BSCP President, relative to his service as a member of the President's Committee on Fair Employment. These items are in Boxes 17-22 of the collection, plus one oversize volume.

3) Correspondence, reports, minutes and other records (1938-56) of the Brotherhood's International Ladies Auxiliary, primarily comprised of the correspondence of the Auxiliary's President, Miss Halena Wilson of Chicago. Boxes 23-29 of the collection. Box 29 also contains a small lot of papers dealing with the Ladies Auxiliary's Co-operative Buying Club (1941-43).

This inventory will provide information on the history of the Brotherhood of Sleeping Car Porters, biographical data on Messrs. A. Philip Randolph and Milton P. Webster, data on the President's Committee on Fair Employment, and a detailed account of the contents of the three sections of materials listed above.

BROTHERHOOD OF SLEEPING CAR PORTERS:

The Brotherhood of Sleeping Car Porters was begun by A. Philip Randolph, an editor and labor advocate, and a small group of militant Pullman Porters in New York City on August 25, 1925. Milton P. Webster, himself a former porter, began organizing the Chicago Division of the BSCP in November of the same year.

Among the objectives of the Brotherhood were the advancement of the social moral, and material interests of its members; lawful efforts to raise members' standard of living; and the maintenance of harmonious relation with employers. Grievances that it was committed to redress included inadequate wages, excessive hours of work, lack of pay for time spent in preparing cars and receiving passengers, frequent inability of porters to get reasonable rest during and between trips, requirements that porters-in-charge perform conductor's work without additional compensation, and lack of collective bargaining privileges.

For more than a decade the Brotherhood carried on a struggle for its existence and for recognition as the officially designated representative for porters and maids. The Pullman Company, insisting that its own Employee Representation Plan provided an adequate voice for Sleeping Car staffs, vigorously contested the BSCP on this issue. In 1926 the Brotherhood applied to the Pullman Company for a conference, and, when this was refused, placed the matter before the Federal Mediation Board. In August 1927 after a number of inconclusive meetings, the Board announced that the parties involved had failed to reach an agreement through the process of mediation and recommended that the dispute be arbitrated. At the same time it stated that in its opinion the Brotherhood represented the majority of Pullman porters. Although the BSCP agreed to submit the dispute to binding arbitration, the Company was unwilling to follow suit.

The Brotherhood's next tactic was to try to expose the inequities of porters' compensation and the insufficiency of their wages by an attack on the tipping system. In September 1926, it filed a petition with the Interstate Commerce Commission to compel the company to ban tipping. The Commission ruled, in a 4-to-3 vote, that it did not have jurisdiction in the case.

When both the Mediation Board and the ICC failed to uphold its appeals, the BSCP began to collect strike votes among its members in an effort to demonstrate its ability to create an emergency. Although over 6,000 votes were garnered, the strike was cancelled on the recommendation of William Green, President of the American Federation of Labor, and upon further consideration by Brotherhood officials.

These set-backs in the Brotherhood's efforts to achieve, through non-coercive tactics, status as a bona fide bargaining agent for its members appear to have thrown its leadership into a period of retrenchment and improvisation. Randolph spent five months in Chicago in 1932 working out with Webster the future course of the BSCP. A policy of appeal in federal courts and finally to Congress was undertaken. In October 1930 the Brotherhood filed an injunction suit in the Federal District Court of Northern Illinois to enjoin the Pullman Company from continuing to operate and finance its Employee Representation Plan. The case was decided against the Brotherhood in 1933 and presented the same year before the Federal Coordinator of Transportation in another unsuccessful move.

The reverses in the Courts coincided with a decline in Union membership beginning in 1928 and reaching an all time low of 658 in 1933. With the election of Franklin D. Roosevelt to the Presidency, however, and the enactment by Congress of legislation favorable to labor organizations, membership increased once more.

In 1934 BSCP officers appealed to the Senate and House Committees on Interstate Commerce for protection under the Railway Labor Act. Congress responded with an amendment which extended the Act to specifically include sleeping car porters and maids and dining car employees under its jurisdiction. As result of this legislation, porters voted in a national election in May and June, 1935, to choose between the BSCP and the Pullman Porters and Maids Protective Association, a company union. The Brotherhood won an overwhelming victory, polling 5,931 votes against 1,422 for the PPMPA. On July 1, 1935, the Brotherhood of Sleeping Car Porters was certified by the National Mediation Board as bargaining agent for porters and maids. The first conference between the BSCP and representatives of the Pullman Company was held on July 29, 1935, and an agreement between them was signed August 25, 1937.

The Brotherhood affiliated with the American Federation of Labor on February 21, 1929, and on August 10, 1935, was granted an International Charter, having assisted in organizing Canadian porters, red caps, Negro locomotive engineers, and dining car employees.

During the late Forties and thereafter the Brotherhood exercised the functions of a fully privileged bargaining agent, representing individual porters and the body of its members in negotiations with management. Ironically the decline in passenger service in the fifties and sixties fostered cut-backs in the employment of porters, so that within twenty-five years after winning its battle for recognition, the BSCP was declining in importance and effectiveness.

A. PHILIP RANDOLPH:

Asa Philip Randolph, the son of Methodist minister, James W. Randolph and Elizabeth (Robinson) Randolph, was born in Crescent City, Florida, on April 15, 1889 and attended high school in Jacksonville, Florida. Following graduation, he moved to New York City and worked at odd jobs while taking courses in political science and economics at the City College of New York. In 1917 Randolph, along with Chandler Owen, founded the Messenger, a monthly magazine subtitled "The Only Radical Negro Magazine in America." The Messenger ran until 1928, functioning as the organ of the BSCP after 1925. It was succeeded in this role by The Black Worker.

Randolph combined journalism with an activist interest in labor welfare and socialism. In 1921 he was an unsuccessful candidate on the Socialist ticket for the office of Secretary of State.

In 1925 Randolph was asked by a group of militant porters to undertake the organization of a union of Pullman porters and maids. Having failed in earlier attempts to organize, the porters were seeking as a leader someone not employed by the Pullman Company, who, consequently, was not subject to company reprisals. Randolph proved to be an able and inspiring leader, serving the Brotherhood first as General Organizer and later as President. From 1925 through 1935 he was instrumental in bringing the Brotherhood's case before various regulatory and judicial agencies in an ultimately successful effort to have it certified as bargaining agent for porters and maids.

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During this time and throughout his long career, Randolph was active in general labor matters and civil rights movements. He was named by Fiorello LaGuardia to the Mayor's Committee on Race in 1935. In 1941 Randolph organized the March on Washington to protest discrimination against Negroes in defense jobs and in the Armed Forces. Throughout the war years he remained active in anti-discrimination efforts and in 1947 he, along with Grant Reynolds, organized the League for Non-Violent Civil Disobedience Against Military Segregation. After the war had ended, he acted to keep alive the impetus toward equal rights brought about by emergency labor shortages. With other Negro leaders, he urged President Eisenhower to establish policies and programs to insure Negro rights in the federal service and to support equal employment opportunities legislation.

In the Fifties and Sixties Randolph became increasingly prominent as a national labor leader. He was elected Vice-President of the AFL-CIO in 1955 and continues to serve on its executive Council. A founder of the Negro American Labor Council, he was chosen to be its President in 1960 and again in 1962.

Randolph actively participated in the Negro Rights March on Washington in 1963 and the 1964 March on Albany, New York to present civil rights demands to Governor Nelson Rockefeller. He served as an advisor on Civil Rights matters under President Kennedy and was appointed by President Johnson to the Advisory Council for Anti-Poverty in 1965. The following year he was named Honorary Chairman of the White House Conference on Civil Rights.

Randolph served as International President of the BSCP until 1968 and he continues to have an office at the Brotherhood headquarters at 217 West 125th Street in New York City. He lives at 230 West 150th Street with his wife, the former Lucille E. Campbell, whom he married in 1914.

MILTON P. WEBSTER:

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Published biographical data on Milton Price Webster, organizer and President of the Chicago Division of the BSCP, is exceedingly scarce. The information in this write-up was extracted from his obituaries in the Chicago Tribune and The Black Worker, a Brotherhood of Sleeping Car Porters' publication and from rare autobiographical references in Webster's letters.

Milton P. Webster was born in 1888(?). A former Pullman porter and a local Republican party leader, he became one of the founders of the Brotherhood of Sleeping Car Porters in 1925. He served as organizer of the BSCP in Chicago and later was elected President of the Chicago Division of the Brotherhood, an office he held until his death. He also served as the BSCP's chief negotiator of contracts with Railroad Companies and in 1937 he became First International Vice-President of the organization.

In July 1941 President Franklin D. Roosevelt appointed Webster to be a member of the newly-organized President's Committee on Fair Employment, charged with enforcing FDR's Executive Order banning discrimination in the defense program. Initially under the chairmanship of Mark Ethridge and composed of William Green, David Sarnoff, Earl B. Dickerson, Philip Murray and Webster, the Committee underwent a number of changes during the course of its existence. Webster, however, continued his service on the Committee until it was disbanded in June 1946.

Governor Dwight Green appointed Webster to the Illinois Commission Against Discrimination in 1947. He also served on the AFL-CIO Civil Rights Committee and its Sub-Committee on Compliance from May 1957 until his death eight years later.

Along with his service in the areas of labor organization and civil rights, Webster continued to be active in politics, participating in the political field at every level from precinct captain to Presidential campaigner.

Webster was married and was the father of three children, a son and two daughters. He died on February 24, 1965, while attending an AFL-CIO meeting in Bal Harbour, Florida.

THE PAPERS:

1) BSCP, Chicago Division Papers (Boxes 1-17; 1 unboxed volume; 1 oversize folder containing three miscellaneous items; 18 reels of audio tape)

1925-1929:

The heart of the Brotherhood of Sleeping Car Porters material is concentrated in the early years of the Union, 1925-1929 (Boxes 1-3). During this time the union was being organized and was bidding for recognition as bargaining agent for porters and maids in face of the determined opposition from the Pullman Company and the psychological obstacle of prevailing racial attitudes. About one half of the material from these years is comprised of A. Philip Randolph's letters to Milton P. Webster, Chicago Organizer, and carbon copies of Webster's replies. This correspondence amounts to about twenty to thirty pieces per month. In addition to the Webster-Randolph correspondence there is Chicago Division administrative material comprised of financial and audit reports, notices of meetings, Chicago Division election ballots, a slight amount of correspondence with Pullman Company officials, and some correspondence between Webster and other Division Organizers. Also included are miscellaneous printed and mimeographed items such as handbills announcing meetings and promoting membership drives, programs of BSCP social activities, etc., and membership lists and dues records scattered thoughout the collection , but mostly contained in twelve ledgers (Boxes 13-15) of expenditures and dues payments, plus one unboxed volume of membership and dues, 1925-1935.

The organization, administration, and policies of the Brotherhood are pervasive topics of the Webster-Randolph correspondence, which also includes observations on finances, goals and strategy, propaganda, personalities, legal actions, espionage activities directed at the Pullman Company and the

Company's counter-efforts to weaken or destroy the union through such tactics as coercion, propaganda, misrepresentation and the use of paid informers.

Significant Randolph-Webster letters relating to Brotherhood and political matters are scattered throughout the correspondence including letters on the press, particularly the Negro press, Communism, and the relationship of Negro labor organizations to the labor movement as a whole. For example, Webster wrote to Randolph on May 1, 1928, with reference to BSCP affiliation with the AFL, that the old time labor leaders in Chicago opposed the move because the AFL had long ignored the Brotherhood. In the same letter Webster stated that his political "boss" had advised him to give up the Brotherhood because his activity was causing pressure to be brought to bear on the "boss." On June 14, 1928, Randolph wrote to Webster a full account of his meeting with the U. S. Mediation Board and expressed the conviction that the Pullman Company had influenced the decision of the Board. In an August 27, 1928 letter to Webster, Randolph stated "never again will Negroes permit white people to select their leaders for them." He added that "the Pullman porters organization is a Negro movement, and that it stands for the self-expression and interest of Negroes by Negroes for Negroes."

1930-1940:

The material from the Nineteen Thirties (Boxes 4-5) is a varied lot. During the early Thirties, the papers are exceedingly miscellaneous and sparse being comprised in large part of clippings from Chicago and other newspapers, mostly Negro papers. Toward the end of the period the volume is somewhat increased, including reports of BSCP negotiations with the Pullman Company and with various railway companies, as well as bulletins issued by the Chicago Division to its members announcing policies, meetings, plans, etc., and minutes of regularly scheduled and special meetings. There are, as well, approximately sixty pieces of A. Philip Randolph's incoming and outgoing mail and correspondence of Chicago Division officers. Also included are numerous announcements and reports of rallies, conventions, and mass meetings and printed items relating to civil rights and labor matters. Copies of ten agreements between the Brotherhood and various railway companies covering wages and hours or dealing with specific aspects of porters' working conditions and regulations are present.

1941-1952:

Papers from 1941-1952 (Boxes 6-9) consist of routine administrative records of the Chicago Division, including minutes of business meetings, correspondence relating to cases brought before the National Railroad Adjustment Board and other union matters, printed and mimeographed pamphlets, clippings, etc. relative to labor and civil rights topics, and correspondence between A. Philip Randolph and Halena Wilson, President of the International Ladies Auxiliary of the BSCP regarding policies, activities, and personalities of the Auxiliary. Also included are one and one-half boxes of mimeograph master forms from 1945 (Boxes 7 and 8) consisting of letters from Webster to the National Railroad Adjustment Board presenting individual cases to it for rulings and about fifty bulletins from the Chicago Division Headquarters to its members regarding wages, hours, and benefits agreements, etc. Although A. Philip Randolph and other Brotherhood leaders were central figures in planning the March-on-Washington in 1941, there are very few items regarding this campaign in the collection.

1953-1969:

Material from 1953-1969 (Boxes 10-12) is diverse and limited in nature. In addition to administrative papers and correspondence from the Chicago Division, routine printed releases, pamphlets, etc., there is a sizeable amount of material relating to BSCP negotiations and communications with management representatives. Also included are Milton P. Webster's papers relative to his service on the Civil Rights Committee of the AFL-CIO, 1956-1965. This material consists of correspondence of and about the Committee, news releases, agenda and minutes of meetings and Webster's personal correspondence reflecting his attitude toward the committee and its progress.

BSCP Tapes and Other Items:

There are included in the collection 18 reels of audio tape (Reels 1-4, Box 15 and Reels 5-18, Box 16) of BSCP Conventions and of speeches by Randolph, Webster and others. Although these consist mostly of reiterations of the importance of strong organization and individual loyalty, there are illuminating references to the Brotherhood's history and problems and to its role in anti-discrimination movements. The audio tapes are as follows:

Reels 1 & 2	BSCP National Convention, St. Louis, Mo., September, 1956.
Reels 3 & 4	Speeches by A. Philip Randolph to Chicago Division, BSCP, both with introduction by Milton P. Webster, 1955(?) & January 1956.
Reels 5-11	BSCP Twentieth Anniversary Celebration, 1953.
Reel 12	Address by A. Philip Randolph on increased BSCP dues & tax (this tape was apparently made in a studio rather than before a live audience).
Reels 13-15	Addresses by Milton P. Webster to Chicago Division meetings, 1955(?), April 1955, and January 1956.
Reels 16 & 17	Speeches by Messrs. Vezina, J. F. Griner, K. Kaplansky, and Blanchette, June 30, 1955.
Reel 18	Unidentified.

A number of photographs, handbills, and a small lot of printed items accompanied the manuscripts portion of the Brotherhood papers. These have been placed in the Print Department, Broadsides Collection, and Main Library respectively.

A good many Brotherhood papers from Chicago Division were disposed of through the years, including a large amount of material concerning hearings before the National Railway Mediation Board regarding conduct and rights of individual porters.

2) Milton P. Webster's FEPC Papers, 1941-1946 (Boxes 17-22; 1 unboxed volume)

The Committee on Fair Employment was created by President Franklin D. Roosevelt's Executive Order #8802 of June 25, 1941, promulgating a policy of non-discriminatory employment practices in defense industries. Milton P.

Webster was appointed to the Committee in July of 1941 and served on it until it was dissolved in June 1946. Originally situated in the Office of Production Management where it had broad investigative powers and virtual autonomy, the Committee was re-organized on August 1, 1942, and placed under the War Manpower Commission. Although FEPC members and other individuals and groups interested in anti-discrimination matters protested the change, the Committee remained under the supervision of Manpower Commissioner Paul V. McNutt, who limited its range of activity and restricted its authority. The FEPC continued throughout the war, nevertheless, to receive reports from its field representatives, to hold hearings in Washington and other cities, and to issue reports of its findings. With the end of the war, the Committee's authority ended and on June 28, 1946, it resigned en masse.

The FEPC papers consist of Webster's personal papers relating to his service on the committee and other civil rights matters including letters reporting incidents of employment discrimination, plus carbon copies of Committee memoranda, studies, correspondence, investigative reports, agenda and minutes of meetings, etc. The Committee was active in investigating employment practices in defense related industries throughout the United States; there is, however, a minimal amount of material from the Chicago area. Among these are a few items relating to racial discrimination in Cook County plumbers unions and a memo on an FEPC hearing in Chicago, February 1942. There is a considerable lot of material regarding major Committee investigations including the Pittsburgh Glass Company's dismissal of Jehovah's Witnesses who would not participate in patriotic ceremonies and the aborted hearing on discrimination in the railroad industry. Also included is an unboxed volume of newspaper clippings from 1941 and 1942 relative to discrimination matters and the Committee's activities.

3) Ladies Auxiliary of the BSCP Papers, 1931-1956 (Boxes 22-26)

The International Ladies Auxiliary was formed under the sponsorship of the BSCP in 1931 and continued to receive direction from the parent organization. A considerable amount of these papers consist of carbon copies of the outgoing correspondence of International President Halena Wilson with other Auxiliary officers and members and with Brotherhood officers, and her incoming mail from these correspondents. A lesser amount of material consists of her correspondence with political and civil rights leaders on such matters as wage & price controls, the poll tax, consumer education, civil rights topics of current interest, etc. The papers also include financial and membership records, reports of the proceedings of the organization's biennial conventions, held in even numbered years, and a limited amount of printed and mimeographed releases, pamphlets, etc. It should be noted that Mrs. Wilson's correspondence with A. Philip Randolph, mostly about Auxiliary matters, is filed with the BSCP papers scattered throughout the material from 1938 through 1952.

A major concern of the Auxiliary was consumer education and the establishment of a consumer co-operative. There are four folders of papers on the Co-operative Buying Club (1941-1953) sponsored by the Chicago Division of the Auxiliary. These consist mainly of mimeographed administrative materials relating to Club activities, meetings, business matters, etc., and printed and mimeographed educational material on consumer affairs, personal finance, budgetting, etc. from the Office of Price Administration, the Buying Club, and other interested agencies. A small amount of Mrs. Wilson's correspondence on consumer education and co-operatives is also included.

The bulk of Mrs. Wilson's correspondence is with and about other Auxiliary officers and members. Along with mundane information regarding Auxiliary administration and activities throughout the country, this correspondence is also filled with vivid and detailed descriptions of Auxiliary personalities and of personal and factional discord within the organization. In addition to her running correspondence with her colleagues, Mrs. Wilson also wrote to local and national figures on matters of interest to the Auxiliary and the Negro community gennerally. Among these were President Franklin D. Roosevelt, Illinois and other members of Congress, Chicago Mayors Edward J. Kelly and Martin A. Kennelly, S. I. Hayakawa, Agnes Nestor, Mrs. Franklin D. Roosevelt and Mrs. Harry S. Truman. Although often ceremonial or routine, responses from most of these individuals are present in the collection.

Although on the whole the Auxiliary papers provide few direct insights into the Negroes' struggle for civil rights on the local level, there are a few scattered letters of exceptional interest. For example, E. D. Nixson, President of the Montogomery Division of the BSCP wrote to Mrs. Wilson in a letter of February 10, 1948 that he was "very busy in this fight for the right to vote for Negroes...I wish that I could sell the people on the one Idea of full citizenship & that we could be free if we make up our own minds that we really wanted to be free, but these crackers here have did a good job, of keeping the Negro afred and also keeping him unlearned..."

[Papers of the Ladies Auxiliary were screened by the Manuscripts Librarian at the time of their acquisition, July 1969. A sizeable lot of routine material regarding collection of dues and other minor administrative matters was discarded at that time.]

TRACERS: The following main, subject and added entries were made for the card catalog:

Brotherhood of Sleeping Car Porters. Chicago Division. (Main Entry)

Subject Entries:
1. Communism. U.S. 1917-
2. Cooperatives.
3. Discrimination in Employment.
4. Negroes.
5. Pullman Company.
6. Railroads.
7. Trade-Unions.
8. Women. Societies and Clubs.

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Added Entries:
1. Brooks, Charles Wayland, 1897-1957.
2. Dickerson, Earl Burros, 1891-
3. Hayakawa, Samuel Ichlye, 1906-
4. LaGuardia, Fiorello Henry, 1882-1947.
5. Nestor, Agnes, 1880-1948.
6. Owen, Chandler
7. Planned Parenthood Association, Chicago Area.
8. Randolph, Asa Philip, 1889-
9. Roosevelt, Eleanor (Roosevelt), 1884-1962.
10. Roosevelt, Franklin Delano, Pres. U.S., 1882-1945.
11. Truman, Bess (Wallace)
12. Webster, Milton Price, 1888(?)-1965.
13. Wilson, Halena

PROVENANCE: The papers were a gift of the Chicago Division of the Brotherhood of Sleeping Car Porters, May 1967 and July, 1969. (Accession Numbers - 67:672 and 69:26)

FILING DESIGNATION: File Boxes and Oversize Collections - Brotherhood of Sleeping Car Porters.

THIS INVENTORY BY: Lucy West
August 1970.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
History

undated

(3)

LOCAL PORTER TAKES RAP AT A. P. RANDOLPH'S UNION PLANS

Declares That Randolph Does Not Know the True Condition of Affairs Among the Porters—Whites Are Taking Positions Held by Negroes

That all is not going well with the pullman porters union can be attested by the fact that some of them are taking raps at the general organization from various sections of the country. From this section comes a reply to the Hon. A. Phillip Randolph concerning the Chicago convention as follows:

"New Orleans, La., 725 Lyon St.,
May 13, 1929.

"Mr. Crutchfield, Editor,
Louisiana Weekly,
537 South Rampart Street,
New Orleans, La.

Dear Sir:

In your publication of May 11th is carried an article credited to A. Phillip Randolph, self-styled champion of the Pullman porters, denouncing the efforts of loyal porters going to Chicago in convention to discuss increase in wages.

As one of the delegates to this conference, and as one who knows the conditions of the porters, through nine years of experience, allow me to correctly inform the public through your publication, the truth as concerns Pullman porters.

We have about twelve thousand Pullman porters throughout this country, and up until Randolph commenced to intermeddle in our affairs, all porters were colored. But since Randolph became an agitator and falsely taught that the Pullman Company could not profitably employ other than those of our race, the company has protected its service by employing about one thousand men and women of other races. These people are being operated on many of the best and most profitable trains and are giving as efficient service as we can give. The old adage of the Negro being the best servant, has been completely discarded and in every day life the menial positions are being sought by others.

It may be of interest for you to know that Randolph has never been a Pullman porter, but is exerting his over-zealous talent in a matter that concerns him not. It is also a fact that only a few of the porters are being misguided by him. This is brought out by the fact that in our present election of candidates for the convention in Chicago, over 98 percent cast their ballot as members of the Employes Representation Plan. Randolph's supposed organization is composed chiefly of a few disgruntled ex-porters who have been discharged for just cause.

Randolph has succeeded in getting the American Federation of Labor to passively support him in his wild fight for self-agrandizement, but Randolph seems to forget that the American Federation of Labor is the greatest enemy in America to the Negro, from an industrial viewpoint. Throughout this country there are hundreds of vocations in which we are barred by the Federation. If a Negro of the most sterling qualities and highest respect in the railroad service should be given a position as conductor, this would be immediate cause for a strike.

The American Federation is backing Randolph for the sole reason of ultimately monopolizing even the Pullman porters' job. But Randolph is so eager for notoriety that he is blind to that fact. He is being used against his own peopole.

I am not against unions generally, but, I believe that when employer and employe are getting along amicably and the employes have an organization that works mutually with the employer, that it is nonsense, and suicidal to form an antagonistic organization.

Less than twenty years ago, the Pullman porters received a wage of twenty-five dollars per month; today we receive an average of about eighty dollars per month plus our tips. This increase has come without the interference of a union, but by a mutual understanding between the porters and the company, and in keeping with the time.

The Pullman Company is one of the fairest private corporations in America to its employes, and it is an injustice to malign and misrepresent any concern that treats its employes as humanely and considerately as does this corporation.

On May 20th, our Company Plan organization meets in convention in Chicago to discuss question for our betterment which includes wage increase. The Pullman company encourages our organized efforts and stands ready to treat with us in any just requests. We are satisfied with this procedure, and feel that it is the most ideal of all industrial relationship.

Randolph's efforts are in no ways responsible for any improvements that we have received, nor are his wild assertions responsible for our proposed convention, nor any emoluments that may be received.

Respectively,
U. SHORT."

Editor-at-Large

A New Era for the Brotherhood of Sleeping Car Porters

Several weeks ago, many Black newspaper throughout the country mournfully — and mistakenly — reported the "death" of the venerable Brotherhood of Sleeping Car Porters. While it is certainly true that the 53-year-old union of Black porters signed a merger pact with the much larger Brotherhood of Railway and Airline Clerks, the old Brotherhood is far from dead.

At the time of the merger decision last February, A. Philip Randolph, who just celebrated his 89th birthday, explained the significance of the agreement. "The merger," Randolph pointed out, "does not signal the end of the Brotherhood. Instead, it will provide the union with renewed strength and additional resources to better represent its members."

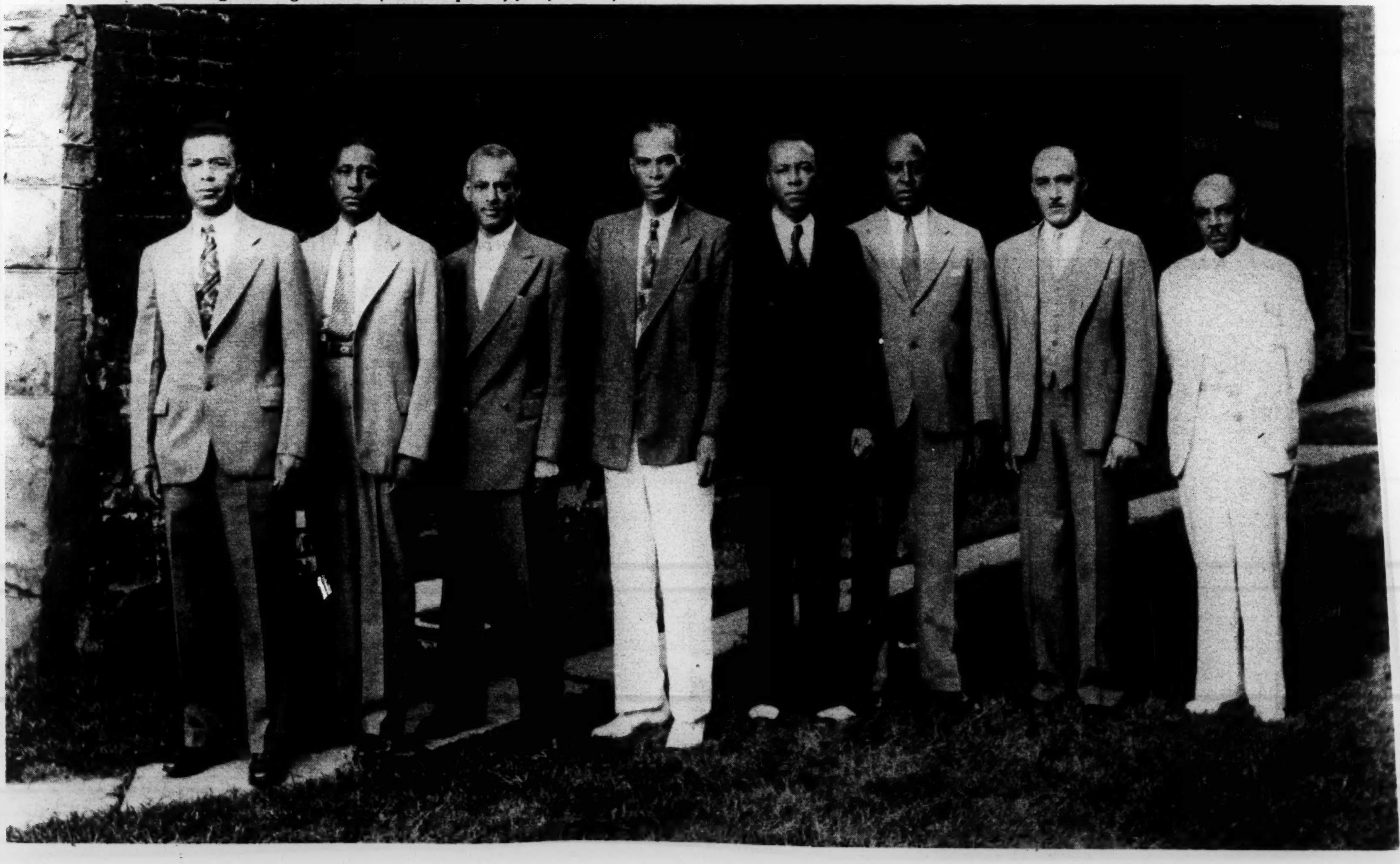
In deciding to affiliate with a larger and much more powerful railroad union, the sleeping car porters did not dissolve their historic union. Instead, they once again displayed a keen understanding of the principles that have guided their immensely successful organization since 1925. For in linking arms with other union members, the porters have reaffirmed their fundamental belief that the struggle of Black workers cannot and must not be separated from the struggle of all workers.

When Randolph and his friends proposed this "coalition" strategy in the 1920s, they were regarded as radicals, utopians, and even fools. Given the social and racial attitudes of the time, such a reaction is quite understandable.

The old craft-dominated American Federation of Labor (AFL), the only significant labor group in those days, had few Black workers in its ranks, and it showed little enthusiasm for vigorous recruiting among "the darker races." And within the Black community, both North and South, there was little or no understanding of the tremendous potential of mass organization as an indispensable weapon in the Black struggle for social, political, and economic liberation.

Despite these seemingly insurmountable obstacles, Randolph and his union brothers moved ahead, ignoring the counse of the ever-present pessimists and defeatists. During the early days of the Brotherhood, the small band of activists pursued their objectives at great personal risk. Not only did they face almost certain dismissal from their Pullman jobs, they also feared for their personal safety. It was no easy task to organize their

1937 BSCP negotiating team (Randolph is fifth from l.)



PAGE MISSING IN THE ORIGINAL COLLECTION

Those interested in the history of the Brotherhood of Sleeping Car Porters would be interested in a recent release of the University of Illinois Press (Urbana, Ill. 61801)—William H. Harris' absorbing study, *Keeping the Faith: A Philip Randolph, Milton P. Webster, and the Brotherhood of Sleeping Car Porters, 1925-37* (252 pages. Illustrated. Notes. Index. $12.50.)—Ed.

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brothers spread across the vast United States.

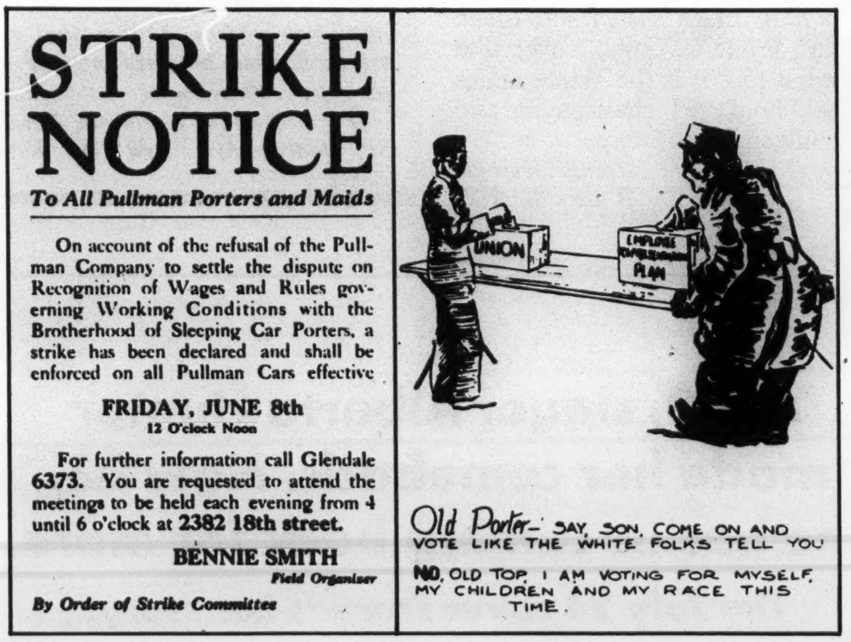
Unlike some other unions of the time, the Brotherhood was more than an economic movement. It was also a civil rights movement. Although the porters recognized the importance of unifying workers of all races, they never pulled their punches in criticizing the bothersome racial practices of some AFL unions.

At every AFL convention, except the Vancouver meeting of 1929, Brotherhood delegates introduced and organized support for resolutions demanding the elimination of "color bars" and other discriminatory practices used by certain Federation affiliates. On occasion, the charges and counter-charges became somewhat bitter. But, like the porters, the AFL soon came to the realization that a racially divided work force benefited neither White nor Black workers. Racial division, the Federation and Brotherhood understood, only strengthened the position of employers against all workers.

The recent merger agreement, I think, symbolizes the strengthened bonds between the labor movement and the Black community. To be sure, certain problems persist, but during the last 25 years the labor movement has experienced a dramatic social transformation.

Today "color bars" have become curious anachronisms, and Jim Crow locals and "auxiliaries" have completely disappeared. Trade unions have shown themselves to be the most dependable allies of Black people in the quest for social and economic equality. The fact that a Black union like the Brotherhood of Sleeping Car Porters has sufficient self-confidence and courage to merge with the predominantly White Railway and Airline Clerks is, I believe, the most convincing testament that real change—and not just superficial change—has been realized in the labor movement. **—Bayard Rustin**

Bayard Rustin is executive director of the A. Philip Randolph Institute in New York City.



STRIKE NOTICE

To All Pullman Porters and Maids

On account of the refusal of the Pullman Company to settle the dispute on Recognition of Wages and Rules governing Working Conditions with the Brotherhood of Sleeping Car Porters, a strike has been declared and shall be enforced on all Pullman Cars effective

FRIDAY, JUNE 8th
12 O'clock Noon

For further information call Glendale **6373.** You are requested to attend the meetings to be held each evening from 4 until 6 o'clock at **2382 18th street.**

BENNIE SMITH
Field Organizer

By Order of Strike Committee

UNION
EMPLOYEE REPRESENTATION PLAN
Old Porter— SAY, SON, COME ON AND VOTE LIKE THE WHITE FOLKS TELL YOU
NO, OLD TOP, I AM VOTING FOR MYSELF, MY CHILDREN AND MY RACE THIS TIME.

Pages from the past—a 1928 strike notice and BSCP cartoon from the Messenger *(1925)*

ALVIN AILEY IS CAPTURED!

A master dance photographer captures the special exuberance and spirit of a dozen of Ailey's masterworks in 120 photographs, printed in fine duotone. With commentaries on each work by a noted dance critic and author, and a chronology of all Ailey works. A celebration of one of America's most popular dance companies that is also a tribute to American Black Art and culture.

THE ALVIN AILEY AMERICAN DANCE THEATER

Photographs by Susan Cook
Commentary by Joseph H. Mazo
$15.95 HARDCOVER; $8.95 PAPERBOUND

WILLIAM MORROW
105 Madison Ave., New York, N.Y. 10016

Give your kid something you never had.

A home eye test.

It's a fun game for the youngster and it's an eye-opener for you on how well your child sees. The fact is that there are over half a million preschoolers with an eye problem. Some are serious and must be treated before age 6. So don't wait. Send for your free test today. Write: National Society for the Prevention of Blindness, 79 Madison Avenue, New York, NY 10016.

PREVENT BLINDNESS®

BROTHERHOOD OF SLEEPING CAR PORTERS
3947 DREXEL BOULEVARD
CHICAGO 53, ILLINOIS

WHAT THE BROTHERHOOD OF SLEEPING CAR PORTERS MEANS TO ALL NEGRO RAILWAY WORKERS

SOME THINGS EVERY NEGRO RAILWAY WORKER SHOULD KNOW

1. Do you know that the Brotherhood of Sleeping Car Porters is the only trade union under Negro leadership which has conquered and won recognition from a powerful American corporation as the bona fide bargaining agent? Look at the record.

2. Do you know that the Brotherhood has built up wages for porters that are twenty percent higher than dining car waiters? Look at the record.

3. Do you know that the leadership of the Brotherhood called a conference of dining car employes in Omaha, Nebraska and set up the Joint Council of Dining Car Employes? If the leaders of the dining car employes will tell the truth, they will admit it.

4. Do you know that the leadership of the Brotherhood placed the name of "Dining Car Employes" with sleeping car porters in the Railway Labor Act in 1934 which gave them the status of bona fide railway employes. Look at the Congressional Record. If the leaders of the dining car employes will tell the truth - they will admit it.

5. Do you know that the Brotherhood's agreement with Pullman has the best grievance rules of any union on the railroads today. Look at the record.

6. Do you know that the Pullman Agreement with the Brotherhood is the only one on the railroads, with the exception of the Pullman Conductors, which contains a rule which provides that a porter cannot be disciplined by dismissal or otherwise unless the charge against him is proven beyond a reasonable doubt? Look at the record.

7. Do you know that the Brotherhood has one of the best records in winning cases before the National Railroad Adjustment Board as a result of the able, resourceful and aggressive presentation of cases of M. P. Webster, First International Vice President?

8. Do you know that the Brotherhood is the only union on the railroads, representing chiefly service employes, with representation on the Executive Council of the American Federation of Labor and Congress of Industrial Organizations? Look at the record.

9. Do you know that the Brotherhood has negotiated one of the best agreements for dining car employes on the railroads today on the Colorado and Southern? Look at the record.

10. Do you know that the Brotherhood won a decision from the United States Supreme Court which stopped the Brotherhood of Locomotive Firemen and Enginemen from ousting Negro firemen from the railroad engine cab? Look at the record.

11. Do you know that the Brotherhood leadership was responsible for the formation of the March On Washington Movement which caused President Franklin Delano Roosevelt to issue Executive Order 8802, in 1941, to abolish racial and religious discrimination in labor unions, industry and government through a Fair Employment Practice Commission on which Brother M. P. Webster was a member from its beginning to its end?

12. Do you know that because of this effective and militant fight by Brotherhood leaders against discrimination because of race, color, religion, national origin or ancestry, some sixteen states and twenty or thirty cities now have Fair Employment Practice Commissions? Look at the record.

13. Do you know that the Brotherhood is the only union which has aggressively and consistently challenged and fought for the elimination of racial discrimination in organized labor?

14. Do you know that the year in and year out fight by the Brotherhood delegates in the American Federation of Labor Conventions against racial discrimination in trade unions, before and after the split in labor and the formation of the Congress of Industrial Organization, is the reason for the establishment of a Civil Rights Committee and Civil Rights Department when unity of the AFL and CIO came in 1955? Look at the record.

This is why every Negro worker on the railroads and off should have the highest respect and love for the Brotherhood. It has fought not only the battles of the porters and Negro workers on the railroads, but it has fought for first-class citizenship in labor unions, industry and government for black workers from which all workers of color benefit.

If all service workers on the railroads were in the fold of the Brotherhood of Sleeping Car Porters, what a difference it would make in more power to provide more protection of the interests and rights of this class of railway employes.

Fraternally yours,

A. Philip Randolph
International President

Charlotte Symphonettes

1. Miss Doris Lowery
823 E. 8th Street

2. Mrs. Margaret L. Farley (Little Bit)
823 E. 8th Street

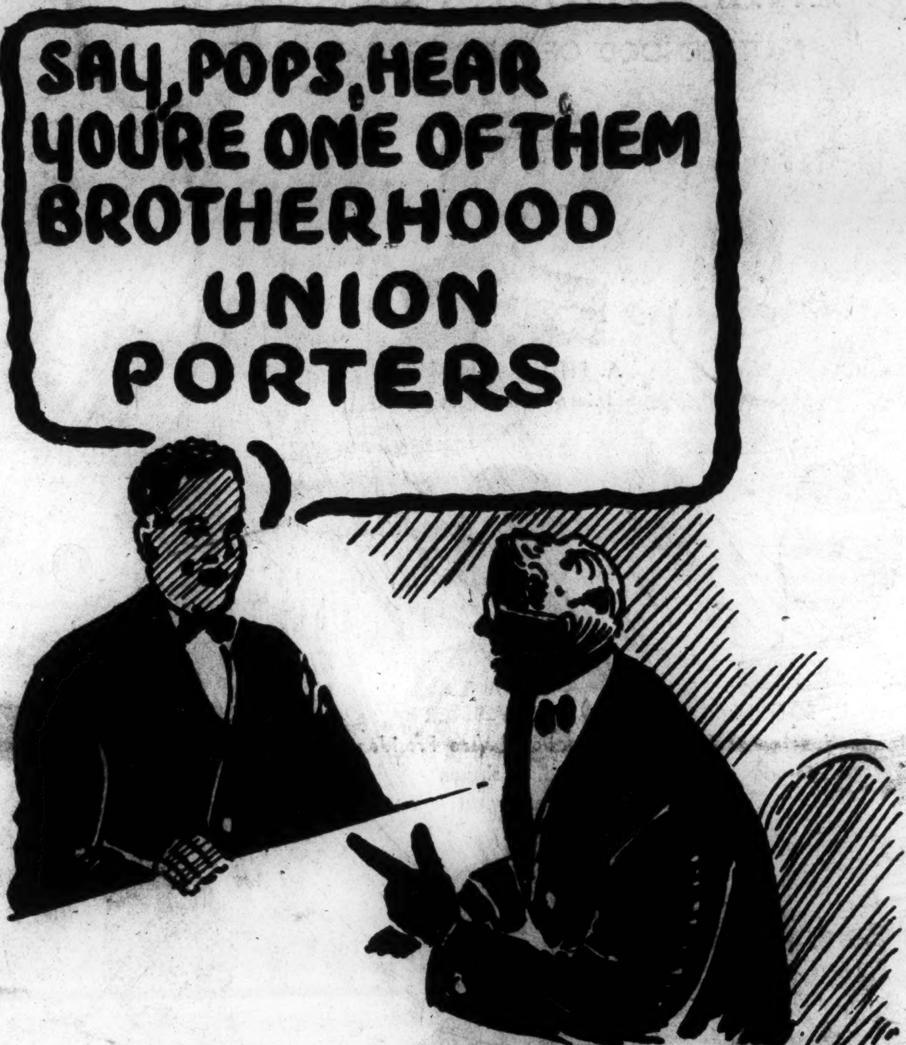
3. Mrs. Edna D. Flowers
221 Gene Avenue

4. Mrs. Rachel D. Byers
512 N. McDowell St.

5. Miss Samie Lee Richardson
1621 Statesville Avenue

6. Mrs. Julia W. Wilson
2324 Vanderbilt Road

All live in Charlotte, N.C.


SAY, POPS, HEAR YOU'RE ONE OF THEM BROTHERHOOD UNION PORTERS

SURE AM.
MY BOY. HOW COULD ANY PORTER BE ANY THING ELSE AFTER ALL THE BROTHERHOOD HAS DONE FOR THE PORTER AND HIS FAMILY.

INTERNATIONAL OFFICERS

BROTHERHOOD OF SLEEPING CAR PORTERS

A. PHILIP RANDOLPH
International President

ASHLEY L. TOTTEN
International
Secretary-Treasurer

M. P. WEBSTER
1st International Vice President
and Chairman
International Executive Board

BENNIE SMITH
2nd International
Vice President

E. J. BRADLEY
3rd International
Vice President

C. L. DELLUMS
4th International
Vice President

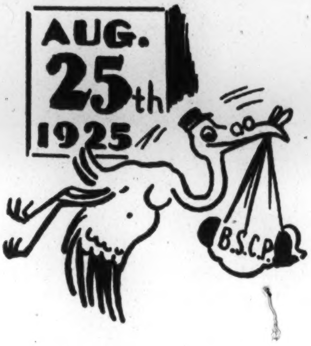
T. D. McNEAL
International
Field Organizer

THOMAS PATTERSON
Eastern Zone Supervisor
and
Adjuster of Claims

B. F. McLAURIN
International
Field Organizer

Young Porter: *What is the Brotherhood of Sleeping Car Porters?*

Old Porter: It is a trade union. an international trade union, affiliated with the A. F. of L.



Young Porter: *When did it come into existence?*

Old Porter: It was born August 25, 1925; in New York City.

Young Porter: *What were some of its problems?*

Old Porter: Its first problem was to free the porters from fear, which was created and fostered by Company Union Slavery, known as the plan of employee representation.

Young Porter: *How long did this take?*

Old Porter: This fight took ten years, from 1925 to 1935.

Young Porter: *How did the porters stand up?*

Old Porter: Over five hundred porters lost their jobs in the struggle, while thousands were put on the streets for thirty, sixty and ninety days or more, brow-beaten, intimidated, harrassed and persecuted for connection with the Brotherhood or for suspicion of being a Brotherhood man or woman.

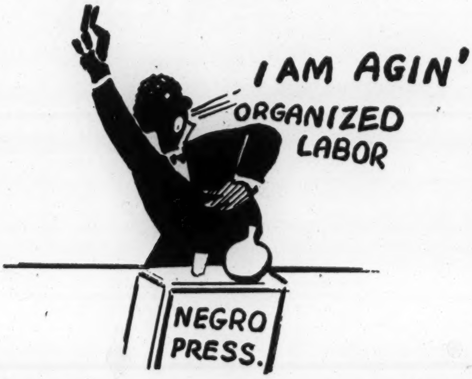
Young Porter: *Was it a hard fight?*

Old Porter: Yes, it was a hard, long, trying, difficult, heart-rending and bitter fight.

Young Porter: *Why?*

Old Porter: Well, the Company had hundreds of stool-pigeons swarming, like locusts all over and around the porters—continually informing on them, if, and when, they were seen with a piece of BSCP literature, a membership card, talking to a known Brotherhood member, organizer or attending a Brotherhood meeting.

Yes, the Company's stool-pigeon system turned father against son, brother against brother. It split families wide open. Nobody knew who was who or who wanted what from whom.



Young Porter: *Was there any other form of opposition?*

Old Porter: Yes, young man. The Pullman Company bought the Negro press, practically as a whole and used it to attack and fight the BSCP and to lie about and misrepresent its leaders. Even some Negro preachers and many Negro politicians were paid money to keep BSCP leaders out of their churches and to denounce the Brotherhood as a terrible thing which would cause the porters to lose their jobs and Negroes to lose their so-called monopoly of the Pullman Porter's job.

Young Porter: *When did these attacks against the Brotherhood stop?*

Old Porter: They were never stopped until the Brotherhood stopped them.

Young Porter: *How?*

Old Porter: By a ceaseless barrage of withering blasts of denunciations of the Negro press and a continuous exposé of Negro leaders, preachers and politicians that were recognized enemies of the Brotherhood.

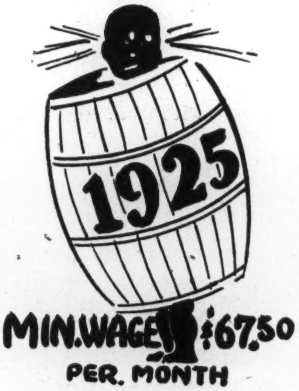
Young Porter: *When and how were the stool-pigeons routed?*

Old Porter: When the Brotherhood won the nation-wide election over the Pullman Porters and Maids' Protective Association by an overwhelming majority of 6,000 to 1,400 held by the National Mediation Board, the Company made the *pigeons* take some air.

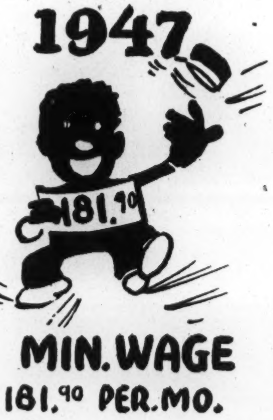
Young Porter: *But what benefit has the Brotherhood been to the Porters?*

Old Porter: The benefits are as follows:

A. WAGES



In 1925, when the Brotherhood was organized, the porters' minimum wages were $67.50 a month. In 1947 the porters' minimum wages are $181.40 a month. The highest increase in wages porters received before the Brotherhood started was $5, except when the Government operated the railroads during the war. The highest increase in wages porters have received through the Brotherhood's negotiations was $44.40 in 1946.



The Brotherhood has more than doubled the porters' minimum wages in the last twenty years or more.

Porters' maximum wage is $192.90 a month. Porters running-in-charge receive $213 a month.

B. HOURS

Before the Brotherhood became the duly authorized bargaining agent of the porters, they had no regular hours. They worked until they were finished.

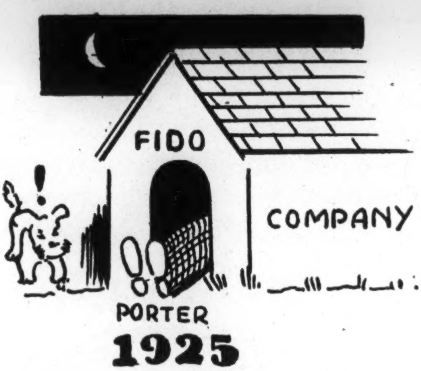
The basic work month was 11,000 miles or from 300 to 400 or more hours a month.

There was no regular preparatory time or release time. Porters were known to give the Company two, three or four hours a night in preparatory time for which they received no pay.

Today the porters have a basic work month of 240 hours. They receive time and a half after 250 hours. Of course, this is too long a work-month. BSCP is fighting to reduce hours of work.

C. SECURITY

Because of the rules of the Brotherhood's Agreement, no porter can be disciplined or discharged without first receiving a fair and impartial hearing. Before the Brotherhood's agreement, porters were fired first and given a mock trial afterward. At the trial the Company was judge, jury and prosecutor. It sat on both sides of the table.



Before the Brotherhood porters were framed by stool-pigeons and fired by the Company for any trivial matter and upon any pretense. To get back on the job, porters had to crawl upon their bellies and beg for mercy. Since the Brotherhood signed an agreement with the Company hundreds of porters who were discharged have been put back to work, with full seniority rights, records cleared of all charges and paid for lost time.

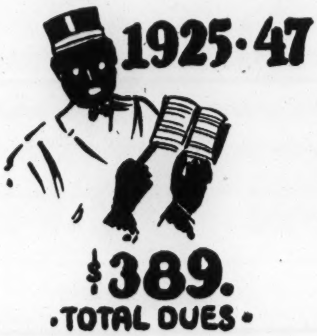
Before the Brotherhood the Company's pet pigeons through favors from Company officials, received the so-called choice or gravy runs. Today, under the BSCP's Agreement, there is no favoritism, since regular porters are assigned to runs upon a basis of seniority and extra-porters under the first in and first out rule.

For instance, if porter A is due out before porter B and porter B is sent out before porter A, under the Rules of the Brotherhood's Agreement, porter A will be paid for the trip he lost.

Young Porter: *What about treatment?*

Old Porter: Before the Brotherhood's Agreement, porters were treated like stepchildren. Any little office whippersnapper could boss the porter and push him around and the porter had to like it. Today, under the Brotherhood's Agreement, a porter can bring charges against a Company official for unjust treatment and get a redress of wrongs perpetrated against him.

Young Porter: *What have these benefits cost the porter?*



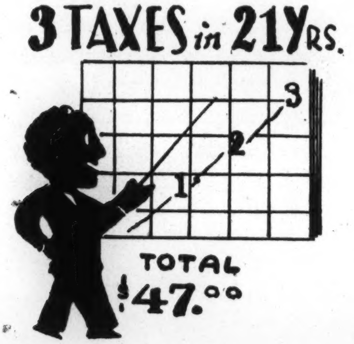
Old Porter: If a porter joining the Brotherhood in 1925, the birth year of the union, and had paid his dues every month of every year up to 1947, he would have put into the Brotherhood some $325. But the last wage increase of $44.40 a month the Brotherhood secured for the porter, will give the porter over $432 in one year. Thus, in one wage increase, BSCP won for the porter, the porter realizes a net profit over the total cost in dues and taxes from 1925 to 1947. This represents high dividends on the porter's investment in the BSCP.

Young Porter: *But what about the Tax?*

Old Porter: Let me say that the so-called hullabaloo about the $25 Tax existed more in the imagination of stool-pigeon-communists and the Negro press than anywhere else. Every porter knows that the stool-pigeons, communists and Negro press have always knocked and opposed the BSCP. The opposition today of this unholy alliance does not disturb the BSCP.

Now a word more about taxes. It is a matter of common knowledge that practically all organizations and institutions levy taxes at some stage of their life—to build their financial resources. The Government has its income, corporation, excise and various property taxes to pay for the services it furnishes the public. Fraternal lodges, college fraternities, social clubs and churches levy taxes. Why would it be surprising for the Brotherhood to levy taxes?

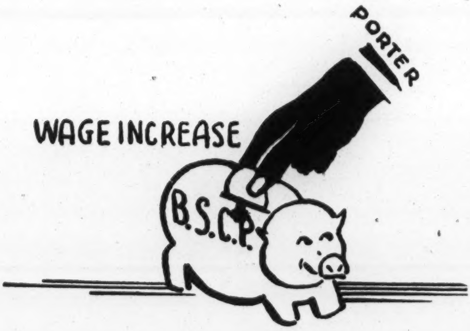
Young Porter: *But what are the facts?*



Old Porter: In twenty-one or more years, the BSCP has levied only three taxes amounting to a total of $47. Thus, it is apparent that the enemies of the Brotherhood have sought to make a mountain out of a molehill.

The purpose of the tax is to build a financial structure for the Brotherhood.

The Brotherhood has built a decent wage structure for the porter. Why should the porter object to building a strong and stable financial structure for the Brotherhood, especially since the porters are the Brotherhood, and the Brotherhood is the porters, and will use its financial power to defend any advance upon the rights of the porters.



Young Porter: *What about the charge that the BSCP levies a tax every time the porters get a wage increase?*

Old Porter: This is not true. The porters have received four wage increases since the Brotherhood signed the Agreement with the Pullman Company. But the Brotherhood has levied only three taxes. Moreover, the wage increases porters received before the BSCP was recognized by the Company as the porters bargaining representative, were known to be caused by the Brotherhood's fight and agitation, yet the Brotherhood levied no taxes upon its members.

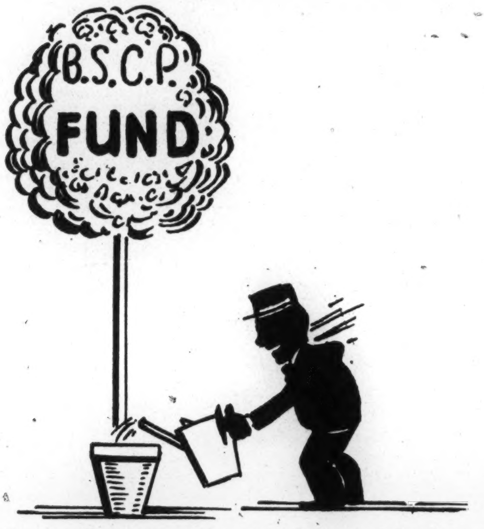
In fact, if there had been no wage increase in 1946 the $25 tax would have been put on anyway to build the financial power necessary to face the crisis that lies ahead of the porters and the workers of America.

The tax is the only source of income trade unions have to build a reserved financial resource with which to fight the battles of the workers. There are only two other sources of income of trade unions:

1. Joining fees.
2. Monthly dues.

It can be readily seen that joining fees are not a permanent source of income, for it soon dries up when all of the available members have joined.

Since taxes are seldom levied, dues remain as the permanent source of income of the Brotherhood along with other trade unions.



Young Porter: *What is the Brotherhood going to do with all of the money its gets from the tax?*

Old Porter: The Brotherhood being a railway labor organization, international in scope, it, like other labor unions, national and international in scope, need large and powerful financial resources to fight for the interests of the porters.

It is utterly impossible for the BSCP to protect, maintain and police contracts that represent an annual wage bill of over forty million dollars ($40,000,000) on a shoestring treasury. Remember that A. F. Whitney, President of the Brotherhood of Railway Trainmen, even though he lost the railroad strike in May, 1946 boasted that his union had $47,000,000 in its treasury and that he would use every cent to fight for the trainmen and oppose President Truman.

Young Porter: *How did the Brotherhood of Railroad Trainmen get forty-seven million dollars in its treasury?*

Old Porter: It didn't get it out of joining fees and monthbly dues. It got the large reserved fund out of taxes.

Porters, like every other group of workers, have got to recognize that they must pay the price for decent wages, job security, humane treatment on the job and improved working conditions. The price of industrial freedom and justice is high.

Young Porter: *Why do the Red Caps, U.T.S.E.A., only charge a couple of bucks to join and little dues.*

Old Porter: Well, the Red Caps, U.T.S.E.A., gives a couple of bucks and little dues worth of service. In the end the Red Caps, U.T.S.E.A., costs the red caps and the motley crew of members in it much more than the BSCP costs the porter because the Red Caps are getting what they pay for. It is just impossible to operate a national labor union on a picayune income.

The railroad unions, that is the bonafide unions, have demonstrated that for all of them they have millions in resources. Railroad workers' union cannot successfully fight railway carriers that reckon their resources in the hundreds of millions on a bare financial pittance.

SUCCESS
B.S.C.P.

The Brotherhood of Sleeping Car Porters has been and is successful in fighting the porters' battles because it has built up a substantial financial structure.

Young Porter: *Why were the monthly dues raised from two to three dollars a month?*

Old Porter: The monthly dues of the porters was raised for the same reason that the porters wages were raised. A porter cannot live today on the wages he received five years ago because the prices of the things he must buy have gone up. By the same token, the Brotherhood cannot live today on the income it received five years ago, because the things it buys with which to operate, have gone up in price. The cost of paper, typewriters, stenographers, rent, organizing and supervising personnel, travel, etc., has gone up.

Now the monthly dues represent the permanent income of the BSCP as is the case with all trade unions. All of the current operational expenses are paid for out of the income from dues. Thus, the dues income must be adequate to meet these current expenses or the Brotherhood will go into the red each month and finally go bankrupt and collapse.

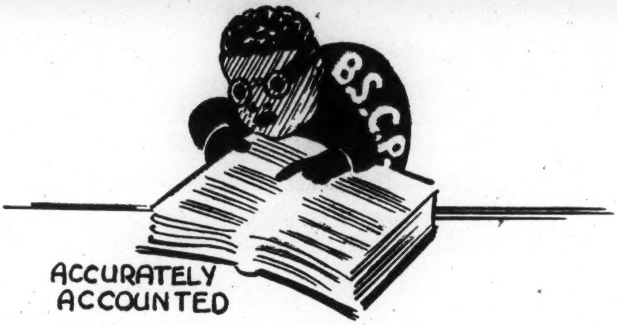
FINANCIAL
REPORT

Therefore, when the report of the International Secretary-Treasurer, Brother Ashley L. Totten, showed that the Brotherhood couldn't operate on a dues income of $2 a month, at the Chicago Convention, September, 1946, the delegates at the Convention wisely decided to increase the monthly membership dues from $2 to $3. This, then is the long and short of the increased dues question. There is no mystery about it. It's simply a practical business proposition of raising the income above the outgo.

The Brotherhood seeks to make no apology for the fact that its joining fees and monthly dues are higher than the Red Caps, U.T.S.E.A., and some other unions, for we also know that the porters get full value in services, protection and benefits for the joining fees, taxes, and dues they put into the BSCP.

Young Porter: *What about the A. F. of L. and the C. I. O.? What about the statement in the Negro press that some 1200 porters held a convention* *following the BSCP's Convention and bolted to the C. I. O. because the officials of the BSCP refused to make financial statements to the membership?*

Old Porter: In the first place the statement in the Negro press is an unvarnished, vicious and malicious lie. Neither 1200 or even 100 porters have held any conference to even discuss bolting from the BSCP to the C. I. O. This falsehood was manufactured out of whole cloth.



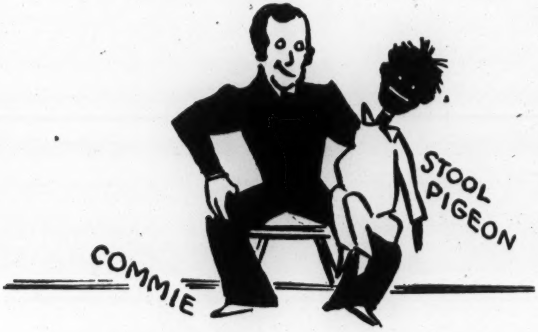
No porter is worried about the money he puts into the Brotherhood. Porters have been putting money in BSCP for over twenty years and they know that every dime has been honestly and accurately accounted for.

The Brotherhood's accounting system is as good as the accounting system of any organization in the country including our federal government. Not only are financial statements made to the membership by the administrative officers at the conventions, but the books are audited quarterly and financial statements are rendered by the local secretary-treasurer to the local membership every month. To insure the honest handling of the funds, all local secretary-treasurers are bonded.

And, of course, the International Secretary-Treasurer is bonded.

Young Porter: *Why would the Negro press carry such a statement against the BSCP?*

Old Porter: Because the Brotherhood won the fight to organize the Pullman Porters despite the opposition of the Negro press which was paid to fight the Brotherhood and boost the Pullman Company Union. Moreover the Negro press is money-hungry, money-minded and money-mad.



Stool-pigeons attack the Brotherhood because the Brotherhood made them useless to the Company.

Communist fight the BSCP because the Brotherhood is the only national organization among Negroes which openly condemns the Communists as a menace and a nuisance to the Negro and labor.

Young Porter: *Why is the Brotherhood urged to leave the A. F. of L. for the C. I. O.?*

Old Porter: Well, Sonny, that is a good question. Now, let me say at the outset that the Brotherhood has nothing against the C. I. O. Brotherhood delegates were some of the last on the floor of the A. F. of L. Convention. fighting against the expulsion of the unions that later composed the C. I. O. The Brotherhood contributed a thousand dollars ($1,000) to the United Automobile Workers, C. I. O. The Brotherhood cooperated in the early stages with the C. I. O. compaign to organize the steel workers in South Chicago. The C. I. O. has some able leaders in Philip Murray, James Carey, Van Bittner, Clint Golden, Walter Reuther, Allan Haywood, Jacob Potozsky, and others.

C.I.O.
A.F.L.
• DUAL UNIONISM •

But, young man, the history of labor in the U. S. A. and other countries shows that the workers cannot benefit from dual labor movements. In fact, they will become the victims of dual trade unionism. It is just as unsound for the workers of the United States to have two federated labor bodies, such as the A. F. of L. and the C. I. O., as it is for the porters to have two Brotherhood of Sleeping Car Porters. It splits the workers wide open and renders them an easy prey to anti-labor, open-shop business exploiters, and anti-labor legislation. When you look around you will see this very thing happening today. Thus, I think that in the interest of the American workers and to save the gains the workers have won during the war, the C. I. O. should fold up and come back into the A. F. of L. I believe the C. I. O. has finished a good job in organizing the mass production industries, such as steel, rubber, automobile and the packinghouse industries. Now, every day the C. I. O. remains as a separate and dual labor movement, it weakens the power of the workers to resist the violent offensive of anti-labor forces. Yes young man, the American workers, in this grave crisis, need a united labor movement. Dual unionism is a contradiction in terms. It's like having a dual head. It has never lasted and never will last in this or any other country. Either the C. I. O. or A. F. of L. will pass away. The probability is that the C. I. O. will not last.

Young Porter: *Why won't the C. I. O. last?*

Old Porter: Well, for the following reasons:

1. Some of the basic, powerful unions and experienced labor leaders who started the C. I. O. have left it and returned to the A. F. of L. These are John L. Lewis and the United Mine Workers, who founded the C. I. O., David Dubinsky and the International Ladies Garment Workers Union, and the International Typographical Union.

TOO MUCH DOUGH-NOT ENOUGH STRUGGLE AT THE BEGINNING

2. The C. I. O. was started with too much money. The United Mine Workers put $500,000 in the till. The International Ladies Garment Workers Union and the Amalgamated Clothing Workers of America put practically a half-million dollars in the kitty to start the big nation-wide campaign to organize the workers into the C. I. O., but you can't organize trade unions with vast amounts of money alone. Trade unions are different from businesses, social clubs, churches and fraternal lodges. Trade unions are built upon long, hard, struggle, suffering and sacrifice. They come up and go down and well-nigh disappear until they develop sound, stable rootings in the hearts and heads of the workers.

The C. I. O. hasn't had the time to do this. You must remember that the C. I. O. is just a little over 10 years old, and you can't build a national federated labor movement in ten years or twenty. The C. I. O. is yet to cut its teeth of stability.

3. The C. I. O. has yet to weather a major economic storm such as an industrial depression. History reveals that panics have swept most new labor movements into oblivion. Now, the C. I. O. may be different, but that is yet to be proved

Young Porter: *What has an industrial depression to do with the C. I. O.?*

Old Porter: It has a whole lot, young man. Just as surely as you and I are talking together, the worst and most disastrous depression this or any other country has ever seen, lies ahead. A depression is just as certain to follow this World War as it did the First World War, unless, of course, a miracle happens, which may be possible, but not probable.

DEPRESSION

Now, the A. F. of L. with all its limitations, and it has many, has weathered all of the industrial depressions that have beset American industry since its birth in 1881, and that's saying something. That is why the A. F. of L. is more stable and durable than the C. I. O. But, bear in mind that after every depression, the membership of the A. F. of L. dwindled to frightful proportions. During the first World War and the post-war period, the A. F. of L. membership reached four millions, but went down to less than two millions in the depression of 1929, and this after a life as a labor movement of practically a half century.

Young Porter: *What about racial discrimination in the A. F. of L. I understand there is no racial discrimination in the C. I. O.*

Old Porter: Well, my boy, I have been in this world a long time, and I have yet to find a movement, labor, religious, educational, political or whatnot which is composed of white people in the U. S. A. which is free from racial discrimination. There are some white people in a large number of movements in the United States who want to see Negroes receive their full citizenship rights, but they are not the movements. Remember that the same kind of white people that are in the C. I. O are in the A. F. of L. In fact, the unions that founded the C. I. O. came out of the A. F. of L. Now, you can't take the race prejudice out of the hearts of people by merely switching them from one organization to another with different names. It would be fine if that could be done. but, unfortunately, or fortunately, it just isn't done. You can just as well assume that you can change the nature of medicine in a bottle by merely changing the label on the bottle.

Yes, there is racial discrimination in the C. I. O. During the war, thousands of C. I. O. workers struck in a Detroit auto plant because a handful of Negro workers were upgraded to skilled jobs in the plant. The leaders of the C. I. O. don't attempt to deny that there is racial discrimination in it. The very fact that the C. I. O. set up a committee to fight racial discrimination shows that racial discrimination exists in the C. I. O. Of course, C. I. O. leaders are fighting it. So are the A. F. of L. leaders fighting racial discrimination in the unions. No one denys there is racial discrimination in the A. F. of L.

The A. F. of L. and the C. I. O support legislation for a FEPC. The A. F. of L. and the C. I. O. support the National Council for a Permanent FEPC which is leading the fight for FEPC.

BROTHERHOOD
A.F.OF L.

Young Porter: *So the BSCP will remain in the A. F. of L.?*

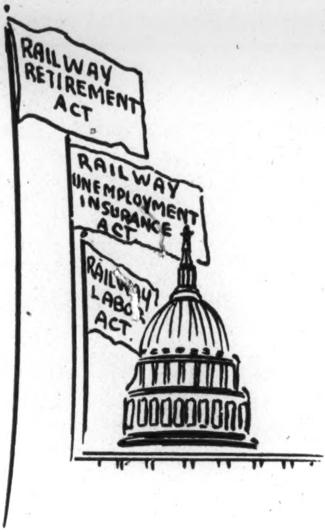
Old Porter: Yes, the Brotherhood is going to stay in the A. F. of L. because:

1. The railroad unions are in the A. F. of L., except the Big Four and they cooperate with the A. F. of L.

2. The Brotherhood of Sleeping Car Porters is a railroad union and belongs with railroad unions.

3. There are no railroad unions in the C. I. O. except the Red Caps, UTSEA. The Red Caps, UTSEA, is in the C. I. O. because it wants and needs charity.

4. It is just as natural and proper for the Brotherhood to be in the A. F. of L. as it is for porters to be in the BSCP. The problems of railroad workers are dealt with by the railroad unions in the A. F. of L. just as the problems of porters are dealt with in the Brotherhood, a porters' union. Porters should not join a hairdressers' union, because the problems of porters and hairdressers are not the same.



5. Besides, railroad workers are employed in interstate commerce and need federal legislation to protect their interests and rights, such as the Railroad Retirement Act and the Railway Unemployment Insurance Act.

Young Porter: *Who put these acts on the statute books?*

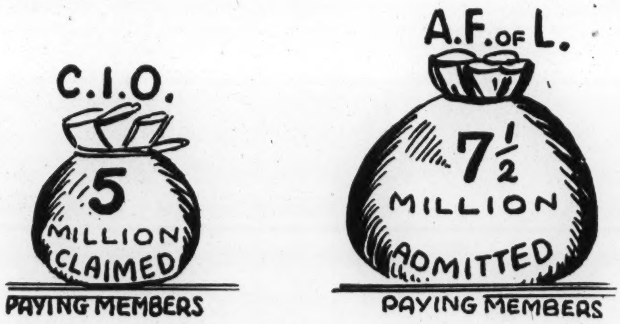
Old Porter: The railroad unions in the A. F. of L. in cooperation with the Big Four. If the railroad unions had been divided between the A. F. of L. and the C. I. O., they couldn't have mobilized sufficient power to overcome the American Railway Association and the Association of Railway Executives, to put over these railway labor laws. Unless railroad unions remain united in the A. F. of L., the powerful lobby of the railroad carriers will emasculate or kill these laws.

Young Porter: *Do the porters and other Negro workers know these facts?*

Old Porter: Some of them do, and before the BSCP is finished, most of them will have these facts.

Young Porter: *Who put the Railway Labor Act on the statute books?*

Old Porter: The answer is the railroad unions in the A. F. of L. in cooperation with the Big Four.



6. The Brotherhood remains in the A. F. of L. because the A. F. of L. is more powerful than the C. I. O., as shown by the fact that it has seven and one-half million dues paying members. The C. I. O. only claims five million, without offering its records to prove it.

7. The Brotherhood will remain in the A. F. of L. because it has the history and prospects of greater stability.

8. The Brotherhood will remain in the A. F. of L. to help drive racial discrimination out of it.

9. The Brotherhood will remain in the A. F. of L. because it supported the Brotherhood before we became affiliated with it and while Negro leaders were fighting us.

10. We will stay in the A. F. of L. because we believe in a united labor movement and the A. F. of L. is the foundation, house and parent body of such a movement.

11. We would not go into the C. I. O., because we consider a dual labor movement unsound.

12. We would not go into the C. I. O. because it is torn with strife between the Communists and Non-Communists. Mark my words, young man, the C. I. O. must either wreck the Communists or the Communists will wreck the C. I. O.

Young Porter: *Are there many Communists in the C. I. O.?*

Old Porter: Well, there are enough to get into control of some 13 international unions. This is a grave danger to the unity and stability of the C. I. O. It is a well-known fact that Communists ruin unions and any other organization they cannot rule. The A. F. of L. long since wisely saw the menace of Communists and practically stopped their infiltration and progress into A. F. of L. unions. Philip Murray, President of the C. I. O., and his Non-Communist colleagues want to get rid of the Commies, but it is not so easy, since the Commies control some strategic unions and fight to remain in the C. I. O. which they helped to build, and consider a haven for their agitation for Soviet Russia in the U. S. A.

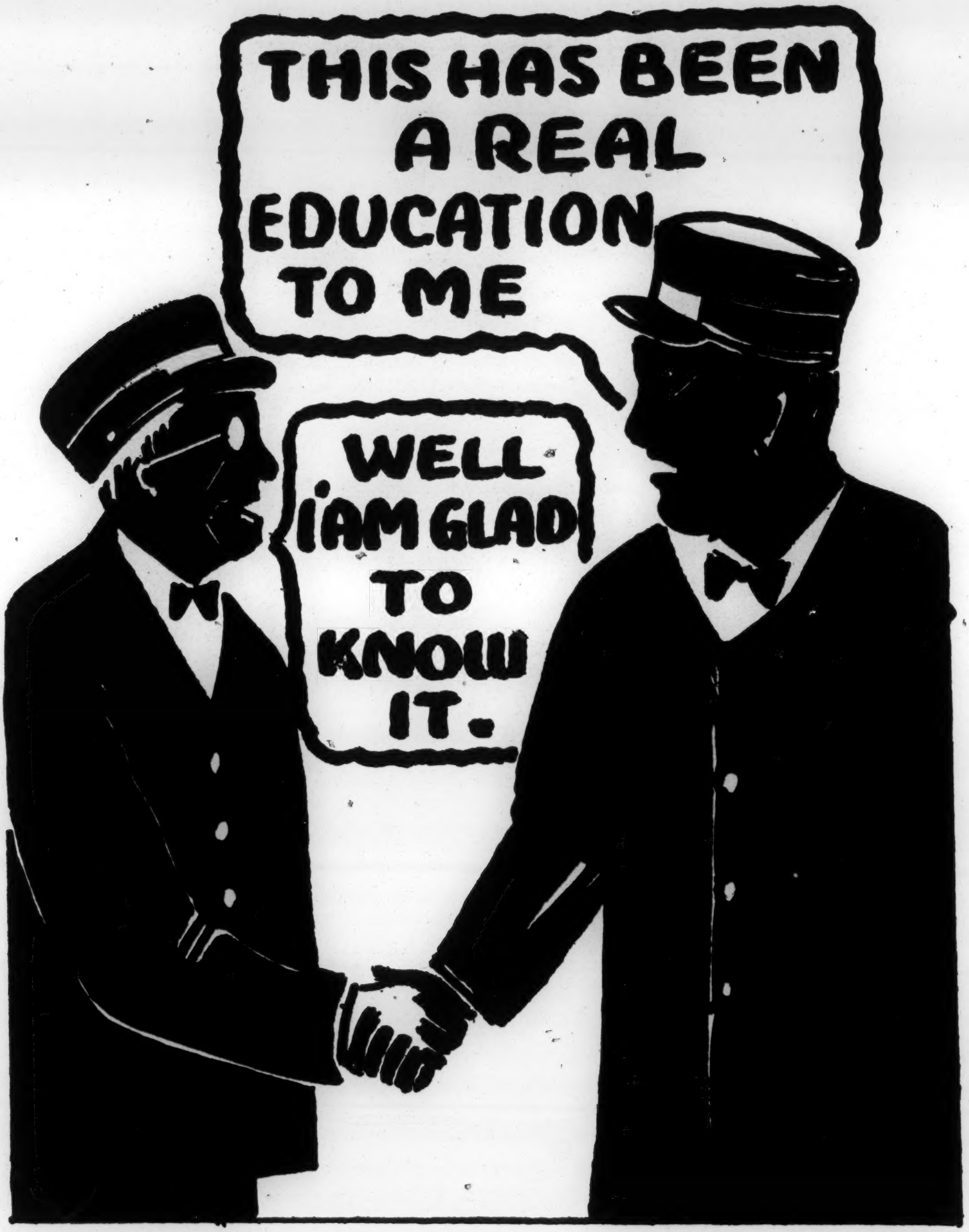
To sum up, the place for the porters, the carmen in the Pullman yards and shops and the non-clerical storeroom employees is in the Brotherhood of Sleeping Car Porters, and the place for the Brotherhood of Sleeping Car Porters is in the A. F. of L.

Young Porter: *Thanks a lot. Have you a Brotherhood membership application blank?*

B.S.C.P.
PORTERS
FULL SPEED AHEAD

Old Porter: Yes, Sonny, I always keep 'em. Remember, my boy, my days are almost over. You're young with the future before you. Be loyal and devoted to the BSCP. Make yourself worthy of membership in it. You must earn the right to be a leader. The men you see leading this movement have earned the right to be where they are. You must be willing to work, fight, struggle, sacrifice and suffer for the BSCP, and the porters and the workers, generally, in order to be worthy of leadership in this great movement, and remember, it can't happen over night.

So, long.


THIS HAS BEEN A REAL EDUCATION TO ME
WELL I'AM GLAD TO KNOW IT.

Remember: A QUITTER never wins and a WINNER never quits.

Attend Meetings When Announced In Brotherhood Headquarters

WHERE YOU MAY JOIN

INTERNATIONAL HEADQUARTERS

217 West 125th St., New York
Phone MOnument 2-5080

A. Philip Randolph, President
Ashley L. Totten, Sec'y-Treas.
Thomas Patterson, Zone Supervisor
B. F. McLaurin, Int'l Field Org.
O. W. Bynum, Field Organizer
L. W. Coltrane, Field Organizer

MID-WESTERN ZONE

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Chicago, Ill.
Victory 7124-5-6
M. P. Webster, 1st Vice-President
Ernest Smith, Int'l Field Organizer,
Secretary-Treasurer

DETROIT ZONE

1308 Broadway, Detroit, Mich.
Phone Cadillac 5695
Bennie Smith, 2nd Vice-President

SOUTHWESTERN ZONE

11 N. Jefferson Street
St. Louis, Mo.
Phone Franklin 0033
E. J. Bradley, 3rd Vice-President
T. D. McNeal, Int'l Field Organizer

PACIFIC COAST ZONE

1716 Seventh Street
Oakland, Cal.
Phone Twin Oaks 0894
C. L. Dellums, 4th Vice-President

CLEVELAND, OHIO

G. M. Harris
10210 Empire Street
Secretary-Treasurer

FT. WORTH, TEXAS

Allen Green
1216 East Terrell Street
Secretary-Treasurer

JACKSONVILLE, FLA.

A. Burwell
823 Davis Street
Secretary-Treasurer

JERSEY CITY, N. J.

M. F. Cunningham
192A Union Avenue
Secretary-Treasurer

ALBANY, N. Y.

Morgan C. Williams
18 Ten Broeck Place
Secretary-Treasurer

ATLANTA, GA.

M. F. Chappell
885 Thurmond St., N. W.
Secretary-Treasurer

BOSTON, MASS.

J. L. Williams
89 Jerome St., W. Medford
Secretary-Treasurer

BUFFALO, N. Y.

Vasser Evans
293 Broadway
Secretary-Treasurer

KANSAS CITY, MO.

D. H. Dobbins
2438 Euclid Avenue
Secretary-Treasurer

LOS ANGELES, CAL.

L. B. Thompson
3687 Second Avenue
Secretary-Treasurer

NEW ORLEANS, LA.

C. M. Lester
227½ S. Rampart St.
Secretary-Treasurer

PHILADELPHIA, PA.

C. N. Walker
1635 N. 20th Street
Secretary-Treasurer

PITTSBURGH, PA.

W. J. Thomas
1126 Wheeler Street
Secretary-Treasurer

ST. PAUL, MINN.

Frank Boyd
443 Mackubin Street
Secretary-Treasurer

WASHINGTON, D. C.

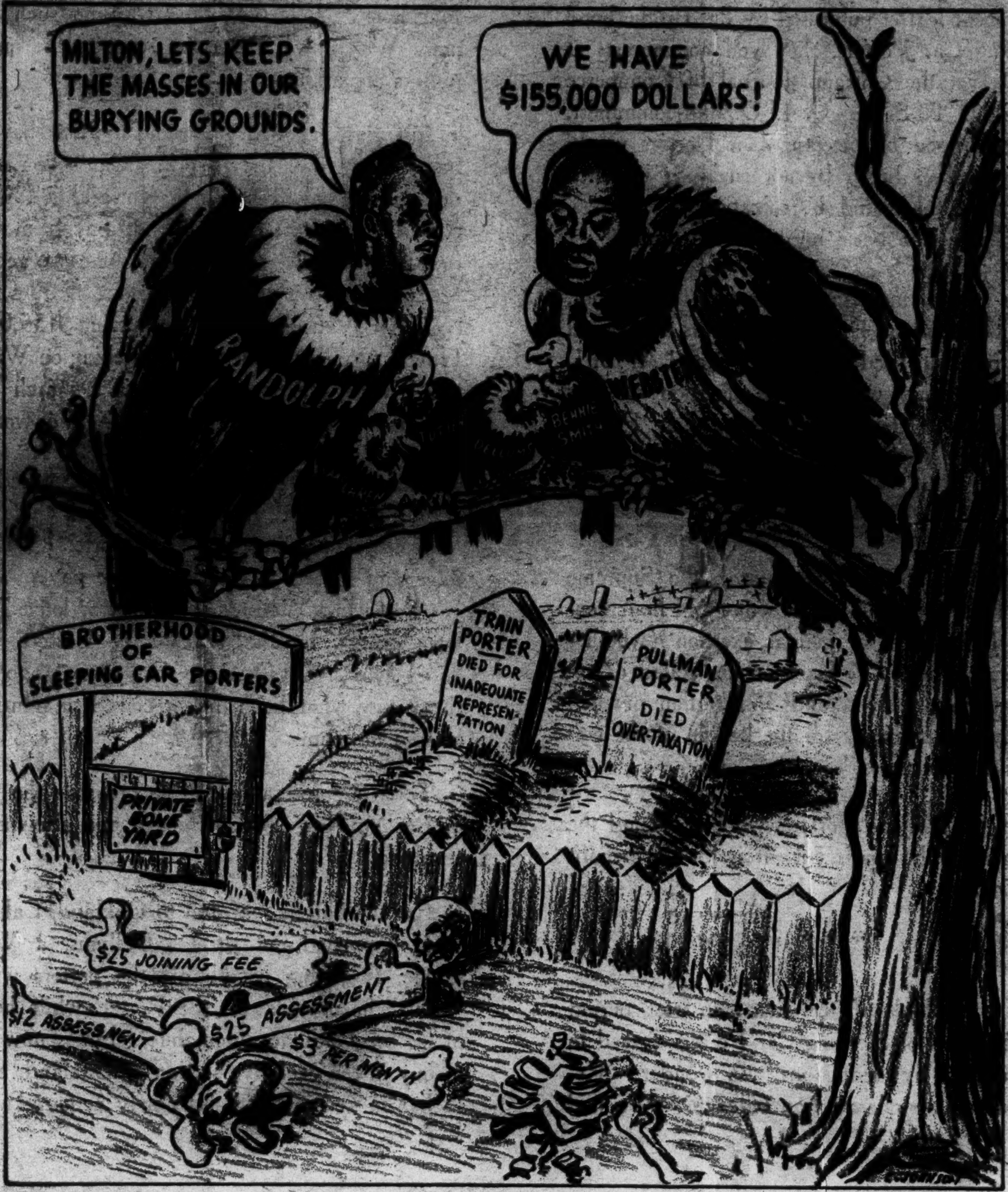
J. E. Clayborne
817 Q Street, N. W.
Secretary-Treasurer

JOIN TODAY—DON'T DELAY!

440

The LABOR Vultures

A Tragic Story of the Pullman Porter


MILTON, LETS KEEP THE MASSES IN OUR BURYING GROUNDS.
WE HAVE $155,000 DOLLARS!
RANDOLPH
DELLUMS
BENNIE SMITH
BROTHERHOOD OF SLEEPING CAR PORTERS
PRIVATE BONE YARD
TRAIN PORTER DIED FOR INADEQUATE REPRESENTATION
PULLMAN PORTER DIED OVER-TAXATION
$25 JOINING FEE
$12 ASSESSMENT
$25 ASSESSMENT
$3 PER MONTH

JOIN NOW!

Pullman Porters National Organizing Committee for CIO

543 East 47th Street
Chicago 15, Illinois

The Sell Out

In a recent leaflet published by the Brotherhood of Sleeping Car Porters, they yell communists at the CIO; yet the Chicago Journal of Commerce rates the U. T. S. E. - C. I. O. anti-communist. The Brotherhood of Sleeping Car Porters would serve its' members better by not engaging in witch hunts against the sound organization of workers, but in meeting the basic needs of the porters.

While the American Federation of Labor, through its President, Bill Green, shouts that portal to portal pay suits filed by some CIO and AF of L unions are wrong, we ask this question: Why hasn't the Brotherhood of Sleeping Car Porters filed suit? The Porters' case is a natural, or maybe the officers of the Brotherhood of Sleeping Car Porters just aren't interested.

With regard to portal to portal, the Supreme Court defined work subject to wage and hour control as "1. Physical or mental exertion (whether burdensome or not); 2. Exertion controlled or required by the employer, and 3. Exertion pursued necessarily and primarily for the benefit of the employer and his business."

In view of this, the Porter's work is around the clock when on the road, since it is for the benefit of the Company.

* * *

When you think of the four-hour rest period the Brotherhood of Sleeping Car Porters agreed to have you pay by deductions, we wonder. Remember when we operated on mileage? We had four hours of sleeping time with no such deductions. Why now? These are some of the questions porters are asking.

Just think, twelve thousand porters have four hours every day they work. Can't you see the dollars we pay as tribute. In addition we pay $25.00 to join the B. of S.C.P., pay from $12.00 to $25.00 in assessments every time we receive a few more pennies and then dish out $3.00 a month. Now Mr. Webster crows about having $155,000.00. How is it spent? Some say "Marching on Washington." What the Porters need is a march on the Pullman Company. We wonder? We wonder?

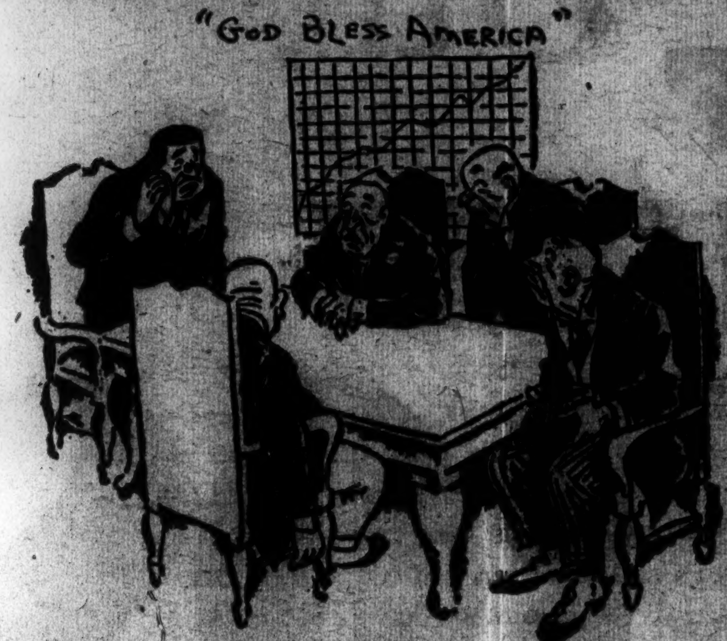
Someone told us that unions are supposed to be democratic. How much democracy is there in the Brotherhood of Sleeping Car Porters? Do we have any say as to how much we pay? All we get from Boss Webster it "take it or leave." The train porters on the Chicago & Eastern Illinois voted against C.I.O. more than a year ago. Ask them now what have they received in return: A kick in the pants.

These are just a few of the reasons the porters in Boston, New York, Chicago and elsewhere are revolting.

Ask the porters who run to Oakland, California, what happened out there. Dellums, a Webster stooge, is getting wealth off the porters with his "joints" he provides for the Porter, while he rides in his big Cadillac automobile. He is now trying to buy in the exclusive section of Oakland, a place to live in keeping with his newly acquired wealth.

WAKE UP PORTERS
JOIN - C. I. O.

Pullman Front Office Scene



CHAIRMAN

Gentlemen: I have a deep sense of appreciation and gratitude to the Brotherhood of Sleeping Car Porters. Over the years they have saved us many thousands of dollars.

Member of Board of Directors: How?

Chairman: Well, it's like this. You remember before the Porters joined the Brotherhood of Sleeping Car Porters, we paid them on a mileage basis, just think what it would have cost us, if they had not accepted the 240 hour month, but had insisted upon reducing mileage like the real railroad unions had done.

Member of Board of Directors: Oh yes, I see we can now operate with less Porters on our fast trains by having them make more trips, thereby using less Porters.

Other members of the Board: Great work. I heard the officers of the Brotherhood are happy.

Chairman: Sure, why not? All they want is a new $25.00 assessment every time we give them an automatic raise.

Member of Board of Directors: Why give them a raise?

Chairman: We must, because of the general wage increases given others. Remember when we refused the Laundry workers, and that CIO union came in and we had to pay all those back wages? Cost us a pretty penny, remember?

Directors in chorus: Let's send Mr. Randolph a medal for achievement.

Chairman: Not a bad idea. How about that other boy? What's his name?

Secretary: Milton P. Webster.

Chairman: Oh, you don't have to award him. He loves to kick the porters around. Makes him feel big. The Meeting is adjourned with a letter of thanks to the Brotherhood of Sleeping Car Porters.

Pullman Car Scene

THE PULLMAN PORTER has long been idealized by the great travelling public. He has dignified an industry and brought untold dividends to its owners.

But, how has the porter fared?
What has been his recompense?
Who are the vultures preying upon him?
What are his thoughts as he goes quietly about his duties?

These, and many other questions besiege his troubled mind, resulting in various shades of frustrations. So seeking an escape he finds himself entrapped by human vultures.

Webster (not Milton, P., but Noah) says, in describing the vulture: "....the name of a scavenger bird which thrives on corruption and preys on the helpless.

Thomas Jefferson once averred, "Man is the only animal which devours his own kind." Surely President Jefferson had in mind the picture on the front page, so graphically and tragically depicted.

EXPLAINING THE BACK PAGE

The outstanding tragedy in American History was the public sale of human beings on the public auctioning block. From the files of antiquity we discovered a very bizarre placard reproduced on the back page. This was in 1858. Our people were helpless and chained to an economy of greed and avarice. We have reproduced this tragedy of the past in order to compare it with another type of slavery—yes, the 1947 brand.

This brand is copyrighted and the patent's in the hands of a new monster: The Brotherhood of Sleeping Car Porters. For sale are the Pullman and train porters; only this time the sale is made in the quiet, plush, velvet and mahogany offices of the large and powerful corporations, and the number sold was not eight but twelve thousand.

Chancery Sale
OF
EIGHT LIKELY
NEGROS

In pursuance of a decree of the Chancery Court for Robertson county, at its Dec. term, 1858, in the cause of P. B. Roberts and wife, Artemissa, Drucilla McIntosh and J. W. R. McIntosh vs. James Woodard, Guardian for Jerome L., Tilford D., Polly C., Sylvanus and Farmer McIntosh and G. B. Mason, I will sell to the highest bidder, on Saturday the 8th day of January, 1859, at the residence of Mrs. Drucilla McIntosh, near Barren Plain, Robertson county,

8 LIKELY NEGROES,

Consisting of 3 likely young girls, from 12 to 14 years of age; 1 likely boy about 16 years old; 1 stout likely man, about 25 years old and 3 likely young boys.

These Negroes will be sold on a credit until 30th November, 1859, purchaser giving bond and two good securities.

Dec. 8th, 1858. MILES S. DRAUGHON, C. & M.

DAVIS & THOMAS PRINTERS SPRINGFIELD, TENNESSEE

(TENTATIVE COPY)

RAILROADS AND NEGRO LABOR

* * *

Thesis presented in partial
requirement for the degree
of Master of Arts.

By

JOHN PITTMAN
November 7, 1930

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INTRODUCTION

The relationship of Negro workers and railway enterprises attracts the interest of various elements of the American people. To the public as a whole it contains perhaps no significance other than what any relationship of employee and employer would contain. Some few see in it a symptom of racial differentiation and stratification; others perceive a resemblance to the struggle between labor and capital. The Negro himself holds both of these points of view; for as a worker he is vitally interested in whatever relates to the source of his daily bread, and as a member of a national minority group he is naturally most attentive to what seems to be a microscopic cross-section of his general social status. On the other hand, to the railroad official, questions of efficiency and economy assume first importance, and he is most concerned with the aspects presented by wages and operating costs, labor unions and employee representation, labor turnover and personnel administration. Finally, the economist perceives in the relationship concrete human problems attaching to maladjustments between worker and employer, worker and worker, and worker and work.

To satisfy in small measure the interest of all of these groups is the purpose of this essay. Accordingly, it sets for itself three tasks: (1) an exposition of the characteristic features of Negro labor in railway enterprises; (2) an analysis of the issues and problems underlying present maladjustments; and (3), the presentation of a plan for the correction of such maladjustments.

The scope of the essay is limited, however, both as regards extent of observation and intensity of analysis. Literature on the subject is scant, and the author has had to draw mainly on the personal observations he made while serving two of the great railroad systems - the New York Central and the Southern Pacific - in the capacity of a dining-car waiter. His experience limits him to a consideration of those classes of employees with whom he came in contact, that is, to sleeping-car and dining-car employees. Moreover, the fact that this is an unofficial inquiry will explain the lack of data available in railroad employment office files and records. Points-of-view and suggestions of probable value to railroad officials have had to be omitted because of the inability to obtain factual information to sustain them. What information has come from outside sources has been gleaned mainly from a few scattered contributions to magazines; from the only official Negro trade union organ, "The Black Worker", published semi-monthly by the Brotherhood of Sleeping Car Porters, and from personal interviews with Negro labor leaders.

CHAPTER I.

CHARACTERISTIC FEATURES OF NEGRO RAILWAY LABOR

The principal jobs held by Negroes in railway enterprises with which this essay is concerned fall into the great class of domestic service labor. In the Southern States Negroes are used extensively in road-gangs. Some railroads in the South employ Negroes as firemen.

In 1924 the United States Department of Labor issued a statement dealing with the employment of Negroes in rail-roads which shows that at that time there were 136,065 individuals engaged in one capacity or another in railroad work. The largest group consisted of laborers, with train and pullman porters as the second; but Negroes are found in practically every occupation connected with railroad operation. Numerically their distribution by occupation was as follows;

Baggagemen and freight agents	111
Boiler washers & engine hostlers	2,377
Brakemen	4,485
Conductors	33
Engineers	111
Firemen	6,478
Foremen & overseers	1,195
Inspectors of way & structures	202
Laborers	95,713
Porters, train and Pullman	20,224
Superintendants	2
Switchmen and flagmen	2,874

Telegraphers	97
Telegraph & telephone linemen	202
Miscellaneous occupations	1,961[1]

At the present time, however, there are approximately 12,000 Negroes employed as sleeping-car porters. There are no authentic figures for the number of Negroes employed by dining-car companies, but the figure given by William MacFarland, General Chairman of Local 456 of the Dining Car Cooks' and Waiters' Union, who bases his estimate on figures given at the June, 1930 convention in Chicago, is approximately 11,000.

There are two kinds of porters, Pullman porters and porters working in diners, chair cars, library cars, observation cars. Since the Pullman company absorbed its competitors in the 1890's it has been the employer of nearly all sleeping car porters, the exceptions being found on the very few railroads that own their own sleepers, and on private cars. Except occasionally on private cars, all Pullman porters are Negroes, thereby constituting a racial occupational group.

Dining car employees are classified as cooks and waiters, and waiters-in-charge. There are four grades of cooks: chef, second, third, and fourth. The number of waiters depends upon the number of tables in a car each waiter being assigned two tables. Waiters who have been in the service a long time and whose records afford evidence of competence and honesty are sometimes placed in charge of dining cars operating on short runs. There are a few Negro stewards in the entire system of railroad dining-car departments, but these few hold their jobs thru special favor or influence with high officials. The practice of most dining-car companies is to hire white stewards.

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[1] Monthly Labor Review, Vol 19, Page 161

A. WORKING STANDARDS FOR NEGROES

LABOR SUPPLY

Both the Pullman Company and dining-car departments of railroad companies draw employees from every walk of life. In hard times physicians, lawyers, and skilled laborers are to be found serving in the capacity of porter, waiter, or cook. When jobs are plentiful and economic conditions good, the ranks of company employees are filled by emigrants, ne'er-do-wells, unskilled laborers, students, and men whom racial discrimination excludes from other jobs. During the summer months especially the dining-car departments employ huge numbers of students who seek quick money without the responsibilities imposed by permanent employment. In rush seasons representatives of the Pullman and dining car companies have been known to recruit porters and waiters from the cotton and sugar-cane belts of the South. The Pullman Company supposedly keeps on hand as many as six hundred applications from men whose credentials have been examined and found to be satisfactory.[2] This apparently

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2. Report of Commission on Industrial Relations, Vol 10, Page 9554.

unlimited labor supply has been pointed out as the chief source of maladjustments between employers and workers. Furthermore, it is frequently stated that such maladjustments cannot be remedied by organization of the workers. The merits of this last observation turn upon the consideration of whether wages and working conditions are determined by the unrestrained operation of the forces of demand and supply, or are influenced by collective bargaining. In some cases where the nature of the work and the supply of available labor permit the employer to instantly replace any number of men who walk out and obtain the same degree of efficiency in production he obtained from the original workers, organization admittedly can effect little, if any, change.[3] This condition presupposes not only that the work requires no skill or training, but also that the degree of mobility is abnormally high. Although in the Pullman and dining car departments labor is relatively mobile - racial discrimination causing workers to gravitate into those places of employment where Negroes have already been favorably received - the training and apprenticeship necessary for sleeping-car and dining-car employees makes turnover expensive.

The efficacy of collective bargaining is based upon the threat of profit diminution. It need not be pointed out that in some trades requiring little skill and possessing large reservoirs of labor a marked improvement for the workers has been effected after the formation of employee organizations, viz., the freight-handlers, the longshoremen, the coal heavers, the teamsters, and the dockers. In the crucial period of the war it was generally accepted, in principle at least, that the need for supplying a wage sufficient for the ordinary needs of life was superior to the law of demand and supply. It was a time when the necessities of the State were considered of paramount importance and when the old and well-worn economic theories that served to treat labor as a commodity ceased to operate. The "relevant circumstances" indicated in the now obsolete Transportation Act as being of primary importance in the determination of wages afford an example of this change in attitude and policy. Without fear of contradiction it may be said that the most important factor in effecting this change in attitude and policy was the agitation for better wages and working conditions carried on by the organisations of workers throughout the nation. To question the influence of organization on wages and working conditions is to ignore the history of trade unionism. (See in addition page 48).

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[3] For an exception to this rule see page intra.

Hiring of Employees

The methods of employment are simple. In the interviewing procedure the applicant is questioned as to previous experience. Experienced men are preferred, although experience is not necessary with some dining-car companies. The Pullman Company does not require experience. Usually the applicant is accepted entirely according to the impression he makes upon the interviewing officer. The hiring officer in the dining-car department of the New York Central judges an applicant chiefly upon personal appearance. Other officers pay no attention to personal appearance, but are more concerned with experience.

Investigation of references and previous experience of applicants as now conducted on most railroads is generally a perfunctory procedure. These references are indicated on the application blank the applicant fills after the preliminary interview. There are no tests of the applicant's skill until these references have been heard from. This is the general rule, though in rush seasons applicants are interviewed, hired, and sent out on a run the same day. On the New York Central, if the applicant passes the preliminary interview, he fills out the application blank, and is told to report each day at eight o'clock. He then sits in the "Gink", an old day-coach that has been converted into a sitting room until his references have been heard from. He is paid however, the flat salary of seventy dollars a month whether he is sent out or remains in the "Gink". On other lines, the applicant is told to report each day but receives no pay until he is actually sent out on a run. The length of time he must await notice to go out on a run varies from one day to six weeks, during which time he must report regularly and promptly.

The applicant for porter's work with the Pullman Company is subject to a somewhat different arrangement. Although no experience in railroading is necessary, references to other jobs are carefully investigated after which the applicant "goes to school". A porter with long standing in the Company's employ is usually given the position of instructor. Applicants are then put through a course having to do with the various tasks to be performed by a porter, lasting, on the average for two weeks. During all this time he receives no pay. Like those in some of the dining-car departments the applicant's pay begins with his first trip.

Promotion:

The first run of an employee is usually a trial run. If he proves capable of handling heavier duties, he is assigned to crack trains. This constitutes the only form of promotion for most porters and waiters. Cooks serve an apprenticeship as dish-washers, after which they are promoted to third cook, and so on until their seniority rights and efficiency entitle them to the position of chef cooks. Advancements are made after examination. But the majority of porters and waiters can hope only for a transfer to a Limited train. Some waiters whose records show faithful and efficient service are promoted to pantrymen, a position carrying with it a wage increase of from $2.50 to $5.00 per month but also carrying greater responsibility and harder work. These pantrymen are usually placed as waiters-in-charge on short runs by companies which make a practice of using waiters-in-charge. Waiters-in-charge perform the same duties as those performed by stewards. Length of service and clean records may or may not entitle a porter to a job as Porter's Instructor. Usually the men appointed are those who have exhibited a willingness to take any order given by a superior. See page 9a

Physical Requirements:

One other requirement insisted upon by the Pullman Company and dining-car departments is a

The investigation of the Pullman Company labor policy by the Commission on Industrial Relations corroborates this view. (Mr. Lincoln is Chairman of the Board of Directors).

COMMISSIONER WEINSTOCK: Let me ask you what opportunity, if any, is there for advancement? What opportunity, for example, of a Negro porter who shows very high efficiency? Is there any provision -
MR. LINCOLN: There is no provision in our service, sir. We have no place to put him. A few of them, perhaps a dozen, are made porters in the offices of the district superintendents. I asked that question, and they said they had about half a dozen somewhere around here. That is all I know of.
COMMISSIONER WEINSTOCKL So it is sort of a "blind alley" job?
MR. LINCOLN: Yes, sir.
COMMISSIONER WEINSTOCKL Now, taking the officials of the company, the district superintendants and the superintendants, where are they recruited from?
MR. LINCOLN: They are from the conductors as a rule; also their assistants.
COMMISSIONER WEINSTOCK: About how many are there of such officials in the company?
MR. LINCOLN: Well, I have no data about that. We have 45 district superintendants, and, according to the size of the office, they have more or less assistants. Their offices are open day and night, and a large office will have more of them. I could not tell, sir; I have not a list of that.
COMMISSIONER WEINSTOCK:Well, could you tell offhand, Mr. Lincoln, if any of those have come up from the ranks, and how may have been appointed from the outside -
MR. LINCOLN: MR. Hungerford testified that there were 90 per cent of them came up from the rank of conductors - had been appointed from the ranks of conductors.
COMMISSIONER WEINSTOCKL So there is some possibility of promotion?
MR. LINCOLN: Among the conductors?
COMMISSIONER WEINSTOCKL Yes.
MR. LINCOLN: Certainly, sir.[4]

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[4] Report of Commission on Industrial Relations, Vol 10, p 9674

physical examination before employment. The applicant is usually sent to physicians affiliated with the company who gives him a general - though not too thorough - examination. If he fulfills the physical requirements he is then put upon the waiting list for runs, unless the companies are busy, when he is immediately sent out. The Pullman Company has a height requirement of five feet and eleven inches. Tall men are looked upon with favor by the officer, inasmuch as the preparing of berths in the Pullman sleepers is done much more easily by tall men. In connection with this subject, it may not be amiss to add that color also enters into the qualification of applicants. Negroes who look like white men, or who might be mistaken for white men, are not hired by the Company. On the other hand, a light complexion seems to carry weight with the dining-car companies. The basis of this distinction has not yet been fully explained.

Transfer:

The transferring of employees is usually based upon seniority. Men who have been longest with the companies are given the choicest runs. The choice of runs, however, depends entirely upon personal tastes. Some men prefer short runs in order to pursue educational work in the cities. Some prefer runs which provide the largest revenues in the form of tips. As a rule these types of runs conflict. The long runs are those which carry the "crack" trains and therefore the wealthiest travellers. The New York Central and the Pennsylvania have no long runs, so that the preference narrows down to the limited trains from the Middle West to New York and vicinity. Efficiency, however, is another basis for transfer. Men who cannot give the service required on "crack" trains are relegated to the poorer runs. In case of special trains, the best men are usually picked.

Training:

Methods of training dining-car employees are neither systematized nor uniform. Generally, the new employee is placed on a light, slow train and left to his own resources. The stewards are supposed to have the training of new employees in hand, but they usually turn them over to a waiter. Some dining-car departments have schools, - old cars transformed into training quarters. The work of training is carried on by a special employee whose record for proficiency entitles him to the position. On the Pennsylvania railroad the work of training is given special attention. Special schools are established in the terminal cities of the company. Employees go to school for an hour's instruction immediately after their return from road trips, the average employee spending approximately three hours a week in school. The training continues as long as the employee remains in the service. Exact reproductions of the space and equipment of the latest type of Pennsylvania Railroad dining car are bukit into and form a part of the commissary buildings at New York, Chicago, and Columbus, thus making possible the carrying on of demonstrations and classes under conditions that prevail in cooking and serving meals on the road. In the dining car sections of the schools an instructing waiter possessing wide knowledge and long experience in the art of pleasing patrons coaches the waiters in the proper method of serving each item of the menu.

The methods of training Pullman porters is carried on in approximately the same manner. An old car is provided for the use of the Pullman-Instructor, who shows the porters their several duties while on the road. Pullman instruction is more thorough and specialized than dining-car instruction. It usually takes a new employee two or more weeks to become sufficiently familiar with the regular duties. After that he is sent out on a trial trip, and if he is not successful is sent back to school.

All dining-car departments and the Pullman company print instruction books. Possession of these by all employees is compulsory. Those books serve two purposes; they present to the employees specific information concerning the nature of their tasks and the correct performance of the same; and they definitely set forth the status of the employees in the eyes of the companies. For example, rules giving occupational information for the porters are concerned with the care of linen, blankets and pillows; the preparing and putting away of berths; the handling of baggage; the guarding of cars; the care of cars and equipment; the ventilation, heating and lighting of cars; the practice of "safety first"; and sanitary regulations. Rules defining the status of porters inform him as to his superior officers on the train; disciplinary regulations of the company; his general appearance and personal equipment; the receiving and discharging of passengers; the deposition of time slips, etc.[5]

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[5] "Instructions to Porters", Pullman Company, pp 1-50

Rules giving occupational information to dining car employees present the correct preparation and service of foods, the responsibilities of each member of the crew, and the proper methods of caring for the car and equipment. Rules defining the status of dining car employees are similar to those defining the status of porters.[6]

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[6] "Joint Rules and Regulations governing the Operating and Accounting of Dining Cars, Hotels, & Restaurants", So. Pac., pp 1-46

DISCIPLINE:

The violation of any of the regulations set forth in these instruction booklets constitutes an offense and is punishable by discharge or suspension. This is part of the discipline imposed upon all employees by the company managements. The companies are informed of departures from these rules by means of "spotters", inspectors, stewards, or passengers. All companies use an espionage system in order to enforce obedience. A single letter from any of the above-named informants may be sufficient to cause the immediate discharge of the employee. He is not given a hearing before being taken off of his car. His name is "scratched" first, and indications are made on the "card" that he is ordered to appear before the designated authority. (The "card" is the crew-dispatcher's record of the men who go out on the road. There is a "card" for every car. As long as a worker's name is on the card he knows that he is ordered to make the run customarily made by that car. When his name is "scratched" it means that he has been taken from the car). Upon explanation the worker may or may not be replaced upon the same car. At any rate he misses it that particular trip and either waits for its return or is sent out upon another car. Men are routed with cars and not vice versa. The important thing is the car.

Complete discretion of the competency of dining-car employees is vested in the steward. No allowance is made for personal dislike. If the steward, whether one or fifteen years in the employ of the company, "writes-up" an employee who has been in the company's employ for twenty years without a blemish on his record, the employee is "set upon the ground", that is, taken from the car and subjected to reprimand, suspension, or discharge. This discipline is only alleviated by the employment by the companies of Negro travelling head-waiters and chef cooks. These travelling head-waiters and cooks are usually men with influence with the company and act as arbiters of petty disputes. If the interest of one of these can be awakened by an employee charged with misconduct or the violation of company regulations, there is a possibility of the head-waiter or chef interceding in behalf of the employee, in which case a transfer is usually made, or the employee suffered to go back to work after a reprimand. No such arrangement exists in the Pullman system, and the porter charged with rule violation must go directly to the division superintendent or officer designated to handle disciplinary matters.

WORKING CONDITIONS:

Dining car cooks are in the kitchen as early as 5 A.M. and seldom leave before nine or ten P.M., depending on whether passengers are still in the dining car. The careless handling of trains as well as the constant motion produce a greater number of accidents than would be possible in stationary employment. Burning from hot grease, scalding from steam and hot water, and the coming into direct contact with the top of the hot stove are ever present sources of accidents. Cramped quarters and intense heat cause occupational diseases. Dining-car work can never be considered in the class of desirable employment. The nature and irregularity of the hours are a part of the reason for this. Not only is it impossible for men with families to spend their nights at home, but night spent away from home are usually disagreeable because of the poor accommodations for the crew. Bedding is usually unclean, rooms dirty, and the vicinity noisy.[7] This is so because the companies do not bother to build quarters for the crews but lease dwelling places as near the commisaries as possible. The irregularity of lay-over periods and the loss of time of employees in reporting to the commissary to "protect" other train crews, - that is, to stand ready to go out on a run in case men first scheduled to make the run are unable to go, - add greatly to the annoyance and dissatisfaction of the men. Frequently a crew has been on the road for seven days, but before its members can go home for a bath and needed rest, they are notified to report to the commissary to "Protect". Sleeping conditions en route are worse. With a train rocking and jarring all during the night the muscles of the body never completely relax. This produces nervous strain and usually affects the kidneys. There are no springs to give with the movements of the car. The dining-car tables are laid on the chairs, and mattresses spread upon these. Some cars are supplied with cots, others with slats; but these are not capable of receiving the vibrations and absorbing them before they reach the body.

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[7] Report of Commission on Industrial Relations, Vol 10, p 9627. 9578

Sanitary conditions are susceptible to vast improvements. There is little or no ventilation, and a closed car in which twelve to fourteen men are sleeping is not plentifully supplied with fresh air. Some cars carry a lavatory; in those which lack toilet facilities the men are compelled to go up to the day coach at the front of the train for relief, since the rule books expressly forbid the use of Pullman lavatories. On long runs, such as that from New York to Key West, Pullman porters are allowed three hours of sleep out of the forty-eight, whereas the Pullman conductors are allowed one full night and five hours.

HOURS OF LABOR:

Pullman porters average nearly 400 hours per month, whereas Pullman conductors have a working month of 240 hours. Porters frequently spend as much as five hours preparing their cars and receiving passengers for which they receive no pay. Both cooks and waiters work from ten to sixteen hours per day while out on the road. A basic month's work is 240 hours, and all over this is considered overtime. The dining car departments try to arrange crews and cars so as to approximate 240 hours as nearly as possible, by giving the men long lay-over periods at the terminals. The basic maximum of 240 hours per month was provided for dining car employees by the Federal Administration Board during the World War, and since that time has not been changed. There seems to be no way to apply the ideal eight-hour day to these employees, inasmuch as the men must remain with the car whether it is scheduled to make a trip of five hundred or two thousand miles.

WAGES:

Between June 1st, 1897 and June 1, 1916 the monthly minimum wages for porters increased from $20 to $30. The maximum monthly rate for the best paid grade of service increased from $40 to $50 for the same period. During the war period minimum wages were increased by the Federal Railroad Administration to $47.50 and maximum wages to $71.50 in 1918. In 1919 the rates were raised on the Pullman company's motion to $60 and $75 respectively. Wages remained at this level until April 1st, 1924, when the first wage conference which the Company held under its Employee Representation plan (adopted in 1920) raised the maximum and minimum rates to $96.50 and $67 respectively. On February 15, 1926, the second wage conference increased them to $104 and $72.50 respectively, the present rates.[8]

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[8] "PULLMAN Porters' Attempt to Organize", Information Service, Federal Council of the Churches of Christ in America, Vol 8, Number 6, Page 4.

Wages for dining-car employees vary considerably. The minumum for waiters is approximately $59 and the maximum $70. The Santa Fe pays waiters a maximum of $80 a month, and chef cooks a maximum of $225, but it is the only exception. On other railroads the minimum wage for chefs is $135 and the maximum $175.

In comparison with these figures are presented figures for other train help in 1924. The average monthly wages for engineers engaged in passenger service were $317.76; for train conductors, $268.04; for locomotive firemen, $261.60; and for train brakemen, $187.04.[9]

In addition to the wages already considered, Pullman porters and dining-car waiters are subjected to the tipping system, which compels them to rely upon gratuities for anything above a subsistence wage. Tips for porters average about $56 per month and for waiters about $50 per month. From this amount is usually deducted about $33 a month for porters' occupational expenses. In 1914 an average expense account for food only was submitted to the Commission on Industrial Relations by a Pullman conductor. It follows:

MEALS PURCHASED AWAY FROM HOME

> On a short run meals purchased away from home would average about 3 per trip, making 3 times 13, or 39, at an average of 40¢, $15.60. A medium long run, 8 meals, 7½ times, 60 meals, at 40¢, $24. A long run, 20 meals, three times per month, 60 meals at 40¢, $24. I have put the price at 40¢ per, which is as low as a person can get by with and less than almost all of them do get by with. My personal expenses on a medium long run were usually about $30, and on a short one about $22. This was including meals, carfare, and all things covering necessary expenses........
>
> Yours, very respectfully,
> R.W.Bell. 10

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9. Research Report Number 70, National Industrial Conference Board, Page 28.

10. Commission of Industrial Relations Report, Vol 10, Page 9595

From this report it is evident that the monthly cost of meals varies with the length of the run. It is to be noted that conductors and porters were granted the half-price privilege by the dining-car departments of railroad companies. It is also to be remembered that there has been a decided rise in the price of meals since the time of the letter.

Porters are required to buy their uniforms the first ten years of service after which the company provides them. One uniform a year is generally necessary, costing about $50. Porters must furnish their own shoe-polish, which approximates $15 per year. In those terminal points where the Company has no designated lodging place, a room must be rented for the night. Dining car waiters are in a large measure free from the expenses for food and sleeping accommodations while in service. This does not mean, however, that they obtain free board and lodging for the entire month, but only that while out on a run they get their meals and sleeping accommodations without cost. This arrangement is advantageous only to single men who are able to save what they would ordinarily spend on food. Even they are compelled to maintain rooming accommodations at their home-terminus. For men with families, very little is saved by the arrangement. The price of food at other terminals where they have temporary lay-overs partly consumes what would have been saved had they been at home.

EMPLOYEE REPRESENTATION:

For dining car cooks and waiters the travelling head waiter and travelling chef cook act as official representatives.

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For dining car cooks and waiters the travelling head waiter and travelling chef cook act as official representatives.

They intercede for the waiters in the adjustment of disputes. Usually only one travelling head waiter and travelling chef cook are employed by a company and they are frequently sent off on runs to escort and supervise the service given special parties. During their absence the employee must face the authorised officer on disciplinary matters without assistance. All companies usually let it be known that a grievance will always be heard by the chief executive or any minor official. Some companies even definitely declare the willingness of their chiefs to listen to an appeal either by an injured party or by his representatives. But that employee is usually heard who has enlisted the interest of the travelling head waiter or chef cook. It should be noted, however, that the capacity of intervenor is not officially vested in the head waiter or chef cook. These men assume this role in order to aid their fellow-men. Possessed by racial and social affinity with a more sympathetic understanding of their associates, they take upon themselves the task of explaining the causes of grievances or departures from company regulations.

The Pullman Employee Representation Plan is contained in Appendix A. In form, its dispensation of justice is relatively fair. In actual practise it fails to elicit the cooperation of the men, and the efforts of the most powerful Negro trade union of the day are devoted towards its destruction.

B. ORGANIZATIONS AMONG NEGRO WORKERS IN GENERAL:

To understand the influences which shape organizations among Negro railway employees certain trends of development which color and explain each part of the movement as well as the whole may well be considered. These trends, or rather focal-points of operation, are three in number: there is in the beginning a concentration of the Negro workers upon discriminatory efforts to debar them from established trade unions on grounds of race and color; then comes the organized workers' fight to exist as autonomous unions; finally is their struggle against the company unions of their employers. Due to the fact that the whole trade union movement among Negroes is a contemporaneous phenomenon, these three trends are still present.

The statement that "the working people must unite and organize, irrespective of creed, color, sex, nationality, or politics" is proclaimed as one of the cardinal principles of the American Federation of Labor. In the early years of its development it was even declared that associations which refused admission to Negroes were excluded from membership in the Federation; and on this ground the International Association of Machinists was kept out for several years, until it eliminated the word "white" from its qualifications for membership.[11] But two contradictory policies of the Federation compelled it to change its attitude. One was the rule that all men working at one kind of employment must belong to the same local union. The other was the policy of recotnizing the complete autonomy of International and National trade unions. The latter policy prevailed in the

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11. Proceedings of the Convention of the American Federation of Labor, 1891, pp 12, 37, 38; 1892, p 38; 1895, p 92.

Federation's stand upon the exclusion of Negroes from trade unions, and the subsequent organization of Negro unions was the natural result. In response to protests and complaints from Negro workers throughout the country, President Gompers justified the Federation's stand as follows: "The American Federation of Labor, almost from its inception, has declared that it is the duty of all workers to organize regardless of sex, nationality, race, religion, or political affiliation. That declaration has been emphasized time and time again in the conventions of the American Federation of Labor; that declaration forms a part of the literature issued by the American Federation of Labor. That is the policy and principle of the American Federation of Labor, but it cannot enforce that declaration upon the affiliated international unions if those international unions decline or refuse to adopt it"[12]

But Mr. Gompers xhad previously (1900) advised the encouragement of local unions composed of Negroes and the extablishment of separate central bodies of Negroes workers. This suggestion was incorporated in a provision of the convention of 1902 where it was decided that separate charters might be issued to Central Labor Unions, Local Unions, and Federal Labor Unions which were composed exclusively of Negroes.[13] With this condonement of segregation by the Federation it was left to the individual Negro workers to win their way into the local labor unions. These as a rule would not accept Negroes, and the Negro way to skilled labor was effectually barred. In exceptional cases Negro's applications met with acceptance, but as rapidly as possible separate unions composed exclusively of Negroes were formed.

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[12] Report of the Proceedings of the 41st Annual Convention of the American Federation of Labor, 1921, p 433

[13] Annals of the American Academy of Political and Social Science Vol 59, p 114

Before the World War two factors exerting an influence upon the recognition of Negro labor in the United States were manifest. One was the threat which the Negro presented to the efforts of organized labor as a strike-breaker. The other was the wave of militant industrialism which swept across the country and found converts especially among the Negro leaders, who had become impatient with the indifferent attitude of organized labor in their behalf. The result of these two factors was an increased sense of the importance of recognizing Negro labor organizations by the American Federation of Labor, and a determine effort on the part of Negro unionists to obtain recognition.[14] These results were manifested on the one hand by repeated declarations of policy by the Federation, with some actual steps taken in the way of employing qualified Negro organizers and on the other hand by a volume of petitions and resolutions protesting against the past action of the Federation and urging immediate action in the eradication of discriminatory measures maintained by the nationals and internationals. Despite these public avowals of policy by the Federation and complaints by the Negroes themselves, practical exclusion and separation increased.

Following the World War it was recommended by a committee chosen at the 1919 convention of the Federation to study the organized labor situation among Negroes that in the cases of refusals of Negroes to membership by the Internationals that the Federation should organize the Negro workers under

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14. "Negro Labor in the United States", Wesley, pp 262-265

charters of the Federation. This action was welcomed in various parts of the country as inaugurating the beginning of a new era for Negro labor. What it really did was to further the trend toward separation of Negro and white labor. Although in some unions Negroes and whites work side by side - at the 1920 Federation Convention 100 out of 110 affiliated unions claimed to admit Negroes to membership - Negro applicants are not welcomed and made to feel that they are a part of the organization. In theory Negroes were recognized; in practice they were discriminated against. This sanctioning of race separation by the American Federation of Labor has resulted in renewed agitation by Negroes themselves in the interest of the organization of Negro labor, and- of great significance to the race as a whole - in the effectual barring of the Negro from the ranks of skilled labor.[15]

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15. WESLEY, op. cit. pp 259-272

IN RAILWAY ENTERPRISES;

The constitutions of the railway brotherhoods contained clauses excluding Negroes. The "big four" were among the nine national organizations which reported in 1913 constitutional objections to Negro membership. Accordingly among the Negroes employed by railroads separate unions had an early start. In 1921 a Colored National Railroad Organization was created with Chicago as its headquarters. At Birmingham, Alabama, in January of 1921, a National Federation of Railway Men was organized. Other organizations followed; The International Order of Colored Locomotive Firemen, The National Order of Locomotive Firemen, The Shopmen's Craft of the Railway Men's International Benevolent Industrial Association, The Brotherhood of Sleeping-Car Porters, and the Brotherhood of Dining

Employees. Of these the last two serve the purpose of exemplifying the two last trends of Negro trade unionism in the United States; the struggle for autonomy and the fight against the Company Union.

BROTHERHOOD OF SLEEPING CAR PORTERS

The Brotherhood of Sleeping Car Porters was organized in New York City, August 25th, 1925. The present membership is about 8,500. It maintains National Headquarters at 2311 Seventh Avenue, New York City; it also has local offices in Chicago, St. Louis, Kansas City; Washington, Portland, Oakland, Los Angeles, Seattle, Boston, Jacksonville, Salt Lake City, St. Paul, Denver, and Omaha. Mr. A. Phillip Randolph, former publicist and editor of "The Messenger", is the President and General Organizer. Stuart Chase is the official auditor. The Brotherhood demands (1) recognition of the Brotherhood, (2) a living wage instead of tips, (3) abolition of preparatory time, (4) pay for overtime, and (5) a 240 hour month. The porters are affiliated with the American Federation of Labor, not, however, as an international organization, but as local unions to whom charters have been issued directly by the Federation.

DINING CAR EMPLOYES' UNIONS;

The case of the dining-car employes is similar in many respects to that of the porters. Dining car companies began using Negroes as waiters and cooks shortly after the Civil War period. At first individual bargaining was the only means of settling disputes. Then, following the widespread success of white unions, and encouraged by the policies of the Railroad Administration Board during the World War, local Cooks & Waiter's Unions sprang up in the various headquarters of dining car companies throughout the country. These Unions existed under the auspices of the International Alliance of Hotel and Restaurant Employees, which granted charters and claimed jurisdiction. Through the Allicance the Unions were affiliated with the American Federation of Labor. These Unions were the first effective unions among dining car cooks and waiters. Prior to their existence, Associations of cooks and waiters had been formed, but none of these had been active in the settlement of disputes between employes and companies.

,One of the first recorded cases between one of these associations and railroad companies was a dispute over the continuation of the National Agreements in 1920. In this struggle for the continuation of the Agreements, the Association, instead of prosecuting its demands like the other unions, withdrew on the ground that a settlement of its claims would involve the conference in a consideration of factors having a distinctive racial quality.

Since then, local Unions have had disputes with companies throughout the country. In the case of such disputes, the International Alliance sent aid in the form of money and man-power, that is, it sent representatives to sit upon arbitration boards. But the Alliance has never taken the initiative in winning for its locals any dispute. Its activities have been so widely scattered and its locals composed of so widely divergent types of workers, that it has been unable to concentrate upon the difficulties of any one type. With the organization of the Brotherhood of Dining Car Employees, this lack of centralization may be corrected. But until the Brotherhood secures affiliation with the American Federation of Labor, it is not likely that the Unions will sever connections with the Alliance.

Under the Alliance, local Unions waged war with railroad companies about wages, working conditions and hours. Inasmuch as the conditions of employment for dining car workers in the country are nearly uniform, the disputes between Unions and companies have been surprisingly alike, and all arguments, agreements, awards, and procedure are essentially the same.

A specific instance of such an agreement is that made April 30, 1926 between the New York, New Haven & Hartford Railroad and the Brotherhood of Dining Car Employees. The agreement provided for a maximum of two hundred and forty hours in regular assignment as constituting a basic month's work. All the time in excess of 240 hours in any one month in regular assignment shall be counted as overtime and shall be paid for at the pro rata hourly rate.

Chefs:	Per month
First year	$135
Second year	145
Third to fifth year	150
Sixth to tenth year	155
Eleventh to fifteenth year	160
After fifteen years	165
Second Cooks:	
First year	105
Second year	110
Third year	120
Third Cooks:	
First year	90
Second year	100
Fourth Cooks	82
Waiters	60 62
Pantrymen	65

Cooks and waiters shall be considered on duty from the time required to report for duty until released from duty, except that time released for rest on trips at lay-over, turn-around, set-out, or terminal points shall be deducted where interval of release from duty exceeds one your. Deduction of rest period not to exceed 2½ hours in any one day or trip. Deadhead hourage when authorized shall be considered as service hourage.

When called for work such as stocking or unstocking of cars or similar work on other than their own assignment will be paid 4 hours pay for 4 hours' work or less; 8 hours' pay for over 4 hours and less than 8 hours' work, and on the actual basis thereafter at their respective hourly rate.

Two days off duty each calendar month will be allowed at designated home terminal, if month's schedule is completed. It is understood that when schedule permits employee to lay off at home terminal each full 24 hours of such period will apply as one day relief.

Promotion shall be based on ability, merit, and seniority; ability and merit being sufficient, seniority shall prevail. The management to be the judge.

The management agrees that there will be no discrimination against employees interested who serve on any committee of the brotherhood or committees representing the cooks and waiters, collectively or individually, and they will be granted leave of absence without pay while serving on such committees. Free transportation will be granted employees serving on committees for the adjustment of grievances in accordance with regulations issued by the company from time to time and in conformity with State and Federal laws.

Except as above mentioned for grievance committees, no leave of absence will be granted for a longer period than one month, subject to renewal. No leave of absence will be granted for the purpose of engaging in other than railroad positions for this company.

> It is understood and agreed that any employee who considers himself unjustly treated or disciplined or who has any grievance under the existing agreement shall, upon request, be granted a hearing before the official designated to hold such hearing within ten days from date of notice of such discipline.
>
> If this decision is unsatisfactory, an appeal may be made to the superintendent of the dining-car department, if done in writing within ten days of date of such notice. At any and all hearings an employee may be represented by a duly accredited representative or committee. If it is found that he has been discharged or disciplined without cause he will be reinstated and reimbursed for his wage loss, if any. [20]

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20. Monthly Labor Review, Vol 23, Pages 1374-5

Inasmuch as many agreements of this sort exist between the various local Unions and railroad companies, the foregoing example will suffice to set forth the typical points considered. No official organ representing the activities of these local Unions exists, and specific information relating to each agreement may be obtained only from an empirical study of all of the locals. This, however, is unnecessary. The history of any one local will give in substance the essential demands and activities of all. For this purpose, the two locals operating in California have been selected.

When dining-car employees of the Southern Pacific Railroad Company in 1921 suffered a wage reduction following the failure of the conference on the National Agreements, they endeavored to make the best of an unfortunate situation. About this time around the San Francisco Bay and in Los Angeles the cost of living increased so rapidly that workers found themselves unable to meet domestic expenses. So acut had the situation become that in 1923 they signed a petition asking for a flat increase of 10 per cent carried it to the Management of the Dining Car Department. The petition failed. In 1924 this action was repeated and again failed. Consequently, the employees forme a union in 1925 and thru their representatives held a conference with the representatives of the Company in August of that year. This conference was a complete failure so far as the Union was concerned, so that in November another conference was held. This also failed. In March, 1926, by ex-parte petition they presented, their case before the U.S. Railroad Labor Board.[21] Before a decision could be reached however, the Board was dissolved by act of Congress. In July, 1926, another conference failed of results. In October 1926, in conjunction with eight other petitioners, an appeal was made to the

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[21] Brief of Dining Car Cooks & Waiters in Dining Car Cooks & Waiters' Local 456 v Southern Pacific R.R. Co. Page 1.

U. S. Mediation Board, which granted five of the nine petitioners a right to arbitrate and denied the right to the Cooks & Waiters' Union. By September, 1927, two of the former petitioners, telegraphers and maintenance of way employees, had been granted substantial awards by the Mediation Board, while the Cooks & Waiters' case again failed of mediation and was again denied the right to arbitrate. Victory-though in small measure-finally came, however, when in April of 1929 the employees were granted a flat wage increase of $2.50 per month, raising the wages of waiters from $59.08 to $61.58 per month, and the wages of cooks in proportion.

In the brief submitted to the Arbitration Board in support of their claims, the General Chairman and Vice Chairman, Messrs. William McFarland and Clarence Johnson argued in compliance with Section 307 (d) of the Transportation Act of 1920, which set forth the following elements and factors to be considered in determining justness and reasonableness:

(1) The scales of wages paid for similar kinds of work in other industries;

(2) The relation between wages and the cost of living;

(3) The hazards of the employment;

(4) The training and skill required;

(5) The degree of responsibility;

(6) The character and regularity of the employment; and

(7) Inequalities of increases in wages or of treatment, the result of previous wage orders or adjustments.

The employees' brief showed that wages paid dining-car employees of the Southern Pacific Company were far below wages paid for work of the same class in hotels, cafes, and on competing railroads, viz, the Rock Island and the Sante Fe; that the wages paid dining-car employees of the Southern Pacific Company were not sufficient to maintain a family of two in Los Angeles or the East Bay region; that hazards of employment included scalds, burns, injuries from wrecks, kidney trouble, and debilitation of the respiratory organs; that the training and skill required of cooks and waiters demanded an apprenticeship of not less than five and two years respectively; that altho a blanket responsibility for the entire car was vested in the steward, actual responsibility for the kitchen was vested in the Chef cook, and responsibility for the safe conduct and care of the car was placed in individual waiters according to a plan for the division of labor that the regularity of employment was subject to wide fluctuations, and the character of employment was undesirable to married men in particular and all men in general for several considerations, to wit: inferior accomodations at foreign terminals, overcrowded sleeping compartments, poor bathing facilities, irregularity of lay-over periods, etc; and finally that other employees had been granted wage increases and improved working conditions in spite of the fact that their claims had been presented after those of the dining car employees.

To these arguments the Company replied that all diners were run at a financial loss; that it was impossible when all the incidentals of operating expenses were included, among them dining-car repairs and renewals of everything that went into furnishing a dining-car, to clear expenses and make any profit whatever; that on this account the Company could not afford to increase the wages of its dining-car employees.

The Board of Arbitration, however, thought differently and gave the employees the flat increase already mentioned. Since that time, the Union has been busy in re-organizing and making a bid for memberships. Recently, July 1930, Mr. McFarland and Mr. Johnson went to a national convention of the locals in Chicago. The result of the convention was the organization of the Brotherhood of Dining Car Employees. At present the newly-organized Brotherhood is still in process of formation. It has no definite plans.

Chapter II

PROBLEMS UNDERLYING PRESENT MALADJUSTMENTS

A. EXPLOITATION OF NEGRO WORKERS

From the foregoing presentation of the characteristic features of Negro labor in railway enterprises certain conclusions are apparent. Most conspicuous perhaps is the relentless exploitation of Negro workers. Compelled by necessity to accept employment at starvation wages and with irksome and unsanitary working conditions, the economic life of the Negro is today utterly insecure. In many instances he is systematically kept from earning a livelihood; whenever permitted to work, it is usually at a wage below that paid a white worker doing the same kind of work; his working conditions are generally less humane than those afforded the workers of other races. His efforts to bargain collectively with his employers are crushed by means both fair and foul. A brief review of the facts presented in this exposition will sustain this position.

PULLMAN PORTERS:

The commodity sold to travelers by the Pullman Company is comfort. This comfort is derived partly from highly specialized mechanical apparatus, partly from human energy. The energy part is contributed by the Pullman porter, who has been with the Company since its birth and whose services have been sold to the patrons of the Company. The great success of the Company has been largely due to the services of this class of employees, who have specialized in those courtesies and forms of labor upon which the patrongage of the Company thrives. During all these years, the status of the porter has remained approximately the same, and the same conditions of discrimination prevail against him as existed when he was first employed. He has not yet been given a living, wage, just hours of employment, healthy working conditions, a chance to rise in the service of the Company, the privilege of representing himself or of being represented by persons of his own choice, or the right of regarding himself as more than a menial dependent upon the benevolence of persons he serves.

Today the porter must being work at a salary of $72.50 per month, out of which he is expected to pay approximately $33 for expenses arising from the nature of his job. From the 1870's until 1918 his maximum wage was $50 per month, minus deductions for shortages of linen, etc. It is interesting to note what Robert Lincoln, son of Abraham Lincoln, and Chairman of the Board of Directors of the Pullman Company at the time of Congress' official investigation of conditions (April, 5th, 1915) replied to the questions of the interrogating officer, Chairman Walsh, concerning the tipping system:

CHAIRMAN WALSH: What would you say as to the effect upon the morals and self-respect of employees of a system by which they are forced to accept gratuities from strangers in order to earn a living wage?

MR. LINCOLN: I do not think it affects the morals of the porters at all; they would get the tips whatever their wages were, in my opinion, because, in my opinion, tips are given by passengers on Pullman cars to these porters for services which are not in the course of the Pullman porter's employment at all. The colored race, as we know, were subject to great limitations in the past to obtain employment in this country, and I believe as a matter of fact that outside of what you might call the learned professions that they got into, such as the clerical profession and teaching, and to some extent in the legal profession, not to mention others, that the one large element which has done more to uplift them is the service in the Pullman Co.; that is my belief about it.

....

CHAIRMAN WALSH: Going back for a moment to this compensation for porters, do you say that the self-respect of the man is not degraded in any way by the receiving of tips, because he performs a service to somebody else for that?
MR. LINCOLN: I think so; yes.
CHAIRMAN WALSH: Yes; now then, the wage you pay is $27.50, and take the case of a porter who testified in connection with the Pennsylvania, that you may have noticed; he says he supplements his salary so that it brings it up to about $115 a month...... So he performs all the work that is exacted by your company in his employment for $27.50 a month, and he gets $87.50 for other services that he performs for the outside public, growing out of his service? .... Now Mr. Lincoln, would you or any executive officer of that company make any such arrangement as that with the Pullman Company - that is, that you would take a diminished amount and then depend on an indefinite amount to be given you be outsiders?
MR. LINCOLN: I confess to you, Mr. Chairman, I do not think this arrangement is ideal at all. 22

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22. Report of Commission on Industrial Relations, Vol 10, Page 9672.

No Pullman porter ever receives a vacation except at his own expense. In case of sickness his wages are stopped unless in the event of damages received in a wreck. His hours are as long as a trip lasts, with an allowance of three hours per night for sleeping on long runs. In connection with this rest period, it may be stated that this concession was made permanent under ruling of Mr. MacAdoo, who hummnely stated that men could not be expected to serve without rest. Moreover, the porter is subjected to the "doubling" system, the meaning of which is that after a porter has made his regular trip, and irrespective of his physical condition, he may be ordered out again on the road to make another trip, without a chance of having any rest and without the opportunity of refusing if he wishes to keep his job. These hours may run as high as seventy or eighty, or as long as the management sees fit to use the porter. For this extra work, twenty-five cents per hour is allowed, but the lay-over period, which is his time of rest allowed after each trip, is not allowed on a double. Another frequent occurrence is that a porter who is caught sleeping during the time that he is doubled is penalized by the company, on account being taken of his physical condition.

No Pullman porter ever has the chance of being anything more than a Pullman porter. It matters not how well his behavior, how long his employment, how efficient his service, how thoroughly he knows the rules and regulations of the Company, how enthusiastic he is in maintaining these rules; how devoted, intelligent, industrious, or ambitious, he has no opportunity of advancing in the service. He is consigned to a life's position of a domestic servant. Nor does the so-called equitable policy of seniority entitle him to any other privilege than a mere choice of runs, for he is subject to be discharged for the most insignificant failure to comply with rules, no matter whether he has been employd one year of fifty.

Discretion in the matter of discipline is left entirely with superior officers, and every rule book emphasizes in its first provision that porters are "subordinate to all officers of the company, also to officers of the Railroad Companies as train employees." To insure the porter's humility and obedience, the Company employes "spotters" and "inspectors", whose sole duty it is to observe deviations from the rules and report them. Such a report is accepted as a bona fide testimonial against the porter's character and conduct with the Company, and subjects him immediately to "discipline". "Discipline" is invariable discharge or suspension.

All attempts by porters to secure thru collective bargaining some measure of justice have been attacked by the Company. The Pullman Company Employee Representation Plan had as its sole purpose thwarting the porters' efforts to obtain justice. No porter had any voice in drawing it up and all porters were compelled to accept it. Altho porters are on some committees, they are placed there according to the degree of their subserviency and with little regard for their intelligence. These men should be elected, but their election is a farce and porters are forced to vote. At one election each porter had to sign his name on the envelope that contained the ballot. This was called secret balloting. Failing to vote, one had his name placed on a list and red-inked. These men are termed disloyal and thereafter suffer various forms of discrimination. The Company uses the efforts of prominent Negroes, notably the Negro preachers, in order to spread propaganda against and otherwise fight the Union. Negro newspapers have been subsidized for this purpose. And, most effective of all, the Company has repeatedly made use of the Yellow Dog contract.

How does the Company justify its policy against its wage-slaves? It maintains that porters are well paid; that there can be no necessity for an independent union since the porters have accepted the Employee Representation Plan; that the unrest among the porters is the work of sore-heads; that the porters are satisfied and happy!

DINING CAR EMPLOYEES

Economics, orthodox and unorthodox, will confirm the opinion that food on the table is worth more than food in the kitchen. The sense of taste discriminates between poorly cooked and well cooked food. Travellers would hesitate long before purchasing a ticket if they knew that they would have to starve the entire length of the trip. Even if they could carry their food, as they did in the days before dining-cars, there would result a loss of time and a great amount of inconvenience. The dining-car is a necessary part of the equipment of modern transportation, saving time and providing the convenience which the American public finds indispensable. Waiters and cooks are necessary to dining-cars. The waiter adds that value to the food which it acquires in being on the table. The cooks share is obvious. Without waiters and cooks, dining-cars could not operate. Without dining-cars, passenger-transportation would appreciably decrease. This is all common-sense, but apparently the dining-car departments of railroad companies have not arrived at such conclusions. Their treatment of cooks and waiters would seem to point to the belief that dining-cars could operate without cooks and waiters.

Not until MacAdoo took charge of the federal supervision of railroads did dining-car waiters receive more than $25 per month. Today they are granted a minimum wage of $59 and a maximum of $80 per month. The remainder necessary for the support of a family of four must be derived from the graciousness of benevolent passengers. Insanitary working conditions and lodging facilities expose them to occupational diseases which might be removed with slight effort on the part of their employers. They are at all times subject to hamiliation and reprimand from the stewards and inspectors. Seniority and efficiency are not protections against the encroachments of officious passengers and officials, and the accusation of a passenger, steward, inspector, or spotter is enough to cause the discharge of the employee. Hours of labor are long and irregular. Employment is subject to seasonal fluctuations. No matter how long or efficient has been the record of an employee, the limit to his rise in the

Companies' service is fixed by custom. Promotion beyond this limit is very rarely heard of. Nor has the employee any voice in the control of departmental affairs. A too eager attitude to suggest changes tht might be made is usually interpreted as insolence and punished by reprimand.

This ill-treatment of the Negro in railroad enterprises results in a lower morale of the labor force with the consequent losses from inefficiency and high labor turnover. It is an economic truism that the efficiency of a slave is far below that of a freeman. The ideal to which every successful labor policy is directed is inducing men to work for their employer as they would for themselves. Workers have certain definite needs, wants, and requirements which must be satisfied in order to secure the maximum degree of efficiency. They need adequate "real" wages, reasonable hours of work with sufficient leisure, a steady job which is not jeopardized by the slightest error; and, above all, a safe and healthy place to work.
They desire a voice in the settlement of working conditions and a chance to advance. These needs and aspirations are basic to any adequate solution of the labor problem, and no solution has yet been achieved without some consideration of them.[23]

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[23] "Labor Management", J.D. Hackett, Pages 19-20

The time has passed for individual bargaining. Nor may the Negro hope for success thru revolutionary unionism. The trend of trade unionism in the United States id distinctly opportunistic; and though not entirely pacifistic, certainly utopism schemes for the subversion of the existing economic order by force are discredited. Opportunistic trade unionsm has achieved its ends by education, organization, and agitation, - and, it might be added, decisive action at strategically important moments.

Organizations of Negroes in railway enterprises must conform to the spirit of American trade unionism. They must seek to secure for their individual members those general definite needs above mentioned. This they can accomplish by securing for themselves a voice in the management of their respective industries. They could then strengthen their position by increasing the cost of turnover through the application of scientific management and the lengthening of the period of apprenticeship, in the long run winning for themselves their rightful share of the product, for their employers greater profits, and for the public they serve a higher degree of efficiency and satisfaction. (See page 6a).

The Brotherhood of Sleeping Car Porters and the Dining Car Cooks' & Waiters' locals have been characterised throughout all stages of their existence by an attitude of pessimism on the part of the individual members. This attitude is the natural result of the labor policies of their employers. The facility with which workers who have been discharged are replaced, the failures of early attempts at collective bargaining, the seeming indifference toward the social welfare of the workers by both their employers and the general public lead to the Negro's skepticism as to the value of organization. His skepticism is magnified by his own ignorance of trade union history and by his acceptance of the principles of orthodox economics, distorted and modified as they are by capitalistic propaganda.

Negroes in railway labor should be taught that their case compares favorabley with the cases of other workers who have won for themselves living wages and better working conditions by means of organization. Their case is especially similar to that of the London dockers, whose successful conduct of the Dock Strike of 1889 gave to the British working class movement a theretofore unparalleled publicity as well as the additional strength of huge numbers of the previously unorganized general laborers. The points of dissimilarity would seem to favor the Negro workers. The General Manager of one of the dock companies, in describing the condition of the dockers before the House of Lords Committee on the Sweating System, said: "The poor fellows are miserably clad, scarcely with a boot on their foot, in a most miserable state; and they [illegible] run, their boots would not permit them..... There are men who come on to work in our docks (and if with us, to a much greater extent elsewhere) who come on without having a bit of food in their stomachs, perhaps since the previous day; they have worked for an hour and have earned 5d.; their hunger will not allow them to continue; they take the 5d. in order that they may get food, perhpas the first food that they have had for twenty-four hours. Many people complain of dock laborers that they will not work after four o'clock. But really, if you only consider it, it is natural. These poor men come on work without a farthing in their pockets; they have not anything to eat in the middle of the day; some of them will raise or have a penny, and but a little fried fish, and by fore o'clock their strength is utterly gone; they pay themselves off; it is absolute necessity that compels them."[24]

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24. "Industrial Democracy", Webb, p 588

This situation was further aggravated by the lack of any permanent engagement between the dockers and their employers. The foremen, at certain periods of the day, would select fresh gangs of men from among the crowds of applicants at the gates of the docks. It was not necessary to try to get the same men each day, for an entirely new set of men could have done the work practically as well. Moreover the dockers had witnessed the failures of previous attempts of organization among the unskilled laborers, and had heard also the discouraging declarations that no organization among them could do any good.

But the leaders of the trade union movement among the unskilled laborers in combination with the London Socialists had not given up hope for ameliorating the dockers' condition. Each day they preached the value of organization, and finally their efforts bore fruit. On the 12th of August, 1889, as the result of a minor dispute over the amount of the bonus earned over and above the five-pence per hour, an impulsive strike of the dockers working at the South-West India Dock began. Immediately, the leaders and Socialists began appealing to all the dockers to take up the fight, and within three days ten thousand laborers had walked out, completely paralyzing the traffic of the world's greatest port. Public sympathy was with the dockers and funds were contributed for their maintenance. This public attitude also prevented the dock employers from hiring strike-breakers. The press and the pulpit used their influence in sustaining the position of the dockers.[25] Finally, after four weeks of struggle, mediators were accepted and the whole of the dockers' demands conceded.

The success of the dockers' is attributable to three causes. The first and perhaps most important was their choice of an opportunity when conditions were favorable. Trade at that time was very good, and practically every industry except agriculture was prosperous. Unemployment was as low as 2 per cent. The second factor in their success was the sympathy of the general public. This had been awakened by the first results of Charles Booth's "Labor and Life of the People" (London, 1st edition, 2 vols, 1889-91) which obtained widespread circulation and presented the appalling conditions under which the casually employed dockers lived and worked.

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[25] "History of Trade Unionism", Webb, pp 403-405

This sympathy was at the root of the feeling of solidarity which spread from trade to trade and led to the contributing of maintenance funds for the striking dockers. The third factor in the dockers' success was the wholehearted support given to their leaders by the men themselves. Without this third factor it is obvious that there could have been no success. [26]

The case of the Negroes engaged in railway labor is in some respects infinitely better than that of the dockers. They are materially much better situated. No cases of actual want are on record; at least they have enough to eat. They are not subject to casual employment for there is some degree of permanence attaching to their relations with their employers. Moreover, the cost of their apprenticeship makes turnover relatively expensive. On the other hand, they do not have the sympathy accorded to the dockers. This lack of sympathy, however, is a manifestation of race prejudice, and will accordingly be influenced by all efforts made to secure an harmonious living-together of the races. Furthermore, Negroes have not yet learned to place much confidence in their leaders. Their leadership in the past has been recruited from the ranks of the clergy, whose incompetence and stupidity in practical matters have betrayed the faith and hope of their followers. The feeble efforts of these unenlightened ministers, moreover, were opposed by such overwhelming odds of efficient men with power and influence that failures were the natural result.

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[26] "A Short History of the British Working Class Movement", Vol 2, pp 159-161, Cole

Today, Negroes in railway enterprises have organizations of numerical and financial strength, leaders with organizing ability and scholastic preparation as well as devotion to the cause of Negro labor, well-established precedents which may be referred to as guides for future courses of action, and a general public which is fast growing skeptical of the truth and value of race prejudice. They but await the opportune moment for entering the struggle in behalf of organized labor and the amelioration of present maladjustments.

METHODS OF AMELIORATION

Methods of ameliorating these conditions must serve one fundamental requirement; practicality. For this reason all humanitarian schemes of appealing to the employers must be dispensed with. For the same reason, indirect effort thru political action must be abandoned. The history of trade unionism teaches that political action is uncertain, and appeals to the benevolence of the employers, useless. Feasible methods will be those based upon precedent as well as those adapted to the particular problems of the moment.

Precedent offers to the Negro unionist several axioms which he would do well to bear in mind. Firstly, the principle of arbitration has not gained for railway employees their most satisfactory adjustments. When in 1916 the "big four" struck together for the eight-hour day they refused to consider arbitration. Past disappointments and cases in which the members of arbitration boards had shown prejudice caused them to decline all proposals to arbitrate. In this connection, the Negro unionist should remember that when the Brotherhood of Sleeping Car Porters set June 8, 1928, as the date for a strike and called upon the Mediation Board to examine the strike ballots and make its recommendation to President Coolidge, the Board permitted the opinion voiced by the Pullman Company, "There is no emergency," to influence it against making its recommendation for an Emergency Board. The Board had previously recommended the establishment of an Emergency Board in the case of only six hundred white employees of the Kansas, Mexico and Orient Railroads. The brilliantly strategic move of the Pullman management in stating that no emergency existed actually appears to be similar to the last bold bid of a poker player who has a pair of deuces back to back.

A second lesson taught by the action of the four brotherhoods was their choice of an opportune moment for pressing their demands. Not only had they manoeuvered so as to have the sympathies of the entire labor movement, but they caught the nation in a moment of critical exigency. "(The country was threatened with troubles on the Mexican frontier and with the unsettled submarine controversy with Germany.) In addition to their choice of an opportune moment, they carried the proverbial "In union there is strength" into practical effect. It is a matter of conjecture what the outcome would be if the Brotherhood of Sleeping Car Porters united with the Brotherhood of Dining Car Ejployees in their demands-other things being equal.

The possible union of all Negro employees of railroads rests the methods of amelioration on a basis particularly adapted to their special case. Just as the four Brotherhoods were unique in occupying peculiarly strategic places in the transportation industry, so Negro employees are unique in forming a racial occupational group. This facotr is all-important in the consideration of settling labor disputes.

The sympathy of the public has played a vital part in all trade union successes. Rarly if ever does a striking union without the endorsement of the public win its demands. This fact explains why it is doubly hard for Negro employees to succeed. They must not only fight against the counter-action of the employer, but must face an unfavorable public sentiment. This unfavorable sentiment is the result of stereotyped attitudes maintained by the public towards all Negroes. No better indication of this attitude exists than that manifested by the officials of the railroads who believe that no amount of efficiency may be gotten from Negro workers except thru intimidation and humiliation. Not is it necessary to mention practices such as segregation, discrimination, and persecution which are legally upheld in some states of the Union in order to realize the existence of such an attitude.

All methods for amelioration therefore must take into account the factors of labor economics and race discrimination. Thru the application of trade union methods which have been successful in the past, the economic factor may be changed. Thru the amalgamation with these methods of programs for changing public opinion, the racial factor may be altered.

Immediate centralization of the dining-car employees appears to be the first logical step to be taken. Under the jurisdiction of the International Alliance of Hotel and Restaurant Employees the local Unions will never be able to function together. The Alliance is built on the principle of a craft union. Within it are workers with widely divergent interests. There is little reason to believe that it would engage in sympathetic action on behalf of the combined Unions of Cooks & Waiters, should such a combination be effected. The peculiar nature of railroad work distinguishes it from hotel and restaurant work as to hours, conditions of work, management, and wages. It would be unreasonable to suppose that in the interest of dining car employees all hotel and restaurant employees would act. To be sure the Alliance does supply the locals with money and man-power, but the amount of money sent and the influence of one representative on an arbitration board is not to be compared to the advantages to be derived from affiliation with other local unions under the supervision of officers who have no other interest to consider save those of the unions.

The various locals thru correspondence could arrange a conference of their representatives, and immediate affiliation with the American Federation of

Labor be sought. Plans for the structure and organization of the Brotherhood of Dining Car Employees would be pushed as rapidly as possible. The Brotherhood would immediately establish a union periodical, primarily because of its educative value, and secondly because of its ability to arouse enthusiasm and cooperation. Altho benefit and association features have usually been dispensed with at the beginning of a militant spirit, they have proved beneficial to unions in their incipiency. They would be especially valuable in promoting the growth of unionism among Negro workers. In all large number of railway centers, where both dining car and Pullman car runs erminate, color discrimination precluded Negroes from indulging in those forms of relaxation commonly enjoyed. The establishment of club rooms in these centers would gain a large number of adherents to the cause of the Brotherhood. Nor can the value of advertising be overrated. The officers of local chapters of the Brotherhood should make persistent attempts to bring their case before the public. One cause of the lack of cooperation in the past has been a disinterested and apathetic attitude on the part of the public, both white and colored.

A new opportunity for attack is open to the Brotherhood of Sleeping Car Porters. It will be remembered that the failure of the Mediation Board to obtain a conference for arbitration in 1926 was due to the Company's insistence that the Union lacked a majority of porters. To the Brotherhood's accusation of coercion and intimidation, the Mediation Board was compelled to turn a deaf ear, not being empowered to investigate the charges of the Brotherhood. According to the Railway Labor Act, a dispute did not exist if a majority of the employees concerned were not in favor of it. Accordingly, the majority of employees who composed the Company union decided the case. But since the failure of 1926 a Supreme Court Decision has altered the aspects of the case.

In the case involving the Brotherhood of Railway Clerks against the Southern Pacific Railroad lines in Texas and Louisiana, the decision of Judge Hutcheson who granted an injunction against the railroads in the interest of the Railway Clerks' established a donation fund for the waging of its battles. Its official publication "The Black Worker" is ably edited and circulated among the porters who are members of the Brotherhood. But it has neglected certain activities which would appear to promote its purpose: the winning of the Negro pulpit and press, the dissemination of propaganda in Southern cities, the installation of information services in the Negro universities and colleges, the use of the method of controversy as a means of advertising.

This importance of advertising is no less vital to the Brotherhood of Dining Car Employees. It can well afford to adopt the methods employed by the porters' Brotherhood. In addition to these, however, it can employ the method of agitation for scientific management having to do with job analysis and classification. Whereas the principle of analysis has been rather thoroughly applied to the work of sleeping car porters, there has been little or no application of it to the tasks of dining-car employees. Such agitation might be productive of fruitful results to the public, the company, and the employees. Particularly valuable would be time and motion studies.

One great expense of dining-car departments is the necessity of sending two cars to bring in a train with a comparatively heavy load, giving sixty people the opportunity of eating at the same time, whereas with one diner only thirty people could eat. Now speed is one of the most important qualities of a dining-car cook or waiter. The faster people are fed, the more people are fed in a limited period of time. Speed in both the waiter and the cook is acquired by the elimination of unnecessary motions in the kitchen, the pantry, and the body of the diner. Time and motion studies will establish standards of work, and these standards could be attained by a proper apprenticeship system. (See Pages 6a and 39). It is probable that dining-car departments could avoid the necessity of sending two cars in the place of one in at least thirty per cent of the cases in which it now does so. Every waiter and cook knows that a man who has eliminated all lost motion is able to accomplish from 50 to 70 per cent more than one who has not.

Job analysis and classification would also point out many of the causes increasing labor turnover.

Because of the fact that no official enquiry has yet been made, no statistics exist concerning the rate of turnover in Negro railroad labor. It would be highly profitable for the Brotherhood to attempt such a survey, for it would place in its hands a weapon which no Mediation Board could well deny. Moreover, it would be of much value to the companies, enabling them to cut their operating costs appreciably.

Both the Brotherhoods should include promotion in their demands. Thus us probably a step held in reserve until other demands have been acceded. This is not only in keeping with the trend toward industrial democracy - an ideal which lies at the root of all trade unionism - but it also conforms to the broader tendency towards the eradication of discrimination based upon race. In the investigation of the Pullman Company by the Commission on Industrial Relations (See page 9a Supra), Mr. Lincoln admitted that no promotion existed for porters with the Pullman Company. Such an arrangement was the outgrowth of the attitude towards Negroes held generally throughoutnthe country after their emancipation. This stereotyped conception of the Negro as definitely and perpetually a menial was the natural consequence of his status as a slave. His emancipation will not be complete until he has outgrown this conception. Thus does economic advancement link-up with the entire improvement of a race.

By eradicating those conceptions which tend to relegate him to positions of inferiority in the industrial and commercial world, the Negro strikes a blow at all discriminations against himself based on race or color. No better way is open to him than that of securing promotion to positions of responsibility and influence. There is no reason why Negro porters who display intelligent and competent ability in their capacity of porters should not be allowed to take on the work of conductors and superintendents, - no reason other than that now put forward - - social and intellectual inferiority. Negro cooks and waiters who understand thoroughly their duties should not be denied the right of advancement to the position of steward or superintendant. It will be the duty of Negro economic organizations, and their natural effect, to raise the status of the entire group by demanding the right of advancement on the basis of efficiency.

With the development of a sympathetic public sentiment and the growth of a spiritual and numerical unity the Brotherhoods may hope for ultimate victory. Theirs, however, is the decisive step. It will be a matter of conjecture as to the outcome of the final step they might take: in a moment of national prosperity and strong unionism taking a strike vote and demanding that the Mediation Board notify the President to call an Emergency Board for the investigation of their claims and the exposure of their true status.

APPENDIX A

PULLMAN EMPLOYEES' REPRESENTATION PLAn

The plan applies to all classes of workers in the employment of the Pullman Company. The employees are divided into groups, and each group handles its relations with the company in accordance with a uniform procedure outlined in the plan. District office forces, conductors and storeroom clerical employees constitute one group; the minor supervisory forces, yard mechanics, car cleaners and storeroom non-clerical employees, a second; and the porters and maids, a third.

UNDERLYING PRINCIPLES- It is agreed that the plan shall be operated in accordance with principles determining the status of both the employer and the employees.

Both parties obligate themselves to abide by federal and state laws.

The management of the properties, the right to hire and discharge, and the direction of the working forces are vested exclusively in the company, and the employees are required to observe the rules and regulations of the company. There must be no discrimination by the company or by any of its employees on account of membership or non-membership in any fraternal society or union.

The company declares that it will not discriminate against committeemen because of any action taken by them in connection with the performance of their duties. If the committeemen consider that they have been subjected to discrimination, they have the right of appeal to the Bureau of Indusstrial Relations referred to later.

Should a reduction in working forces become necessary, consideration will be given to efficiency, length of service and the needs of employees having families when selecting those who shall be retained in the service-an adknowledgement of the right of seniority, qualified by the above named considerations.

STRUCTURE-The basic unit of the organization through which the plan is operated is the local committee in each district. Each committee consists of not less than three employee representatives. The employee members of the committee may be increased in number at the ratio of one member for each 200 employees. The manabement may appoint representatives equal to the number of employee representatives.

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INTERVIEWS:

1. William McFarland, General Chairman, Local 456 Cooks & Waiters' Union

2. Clarence Johnson, Vice Chairman, Local 456, Cooks' & Waiters' Union.

3. C. L. Dellums, 7th Vice President, Brotherhood of Sleeping Car Porters

EMPLOYEE REP. PLAN --- To All Classes

Based on intimidation, duress, coercion

Three groups:

1. Conductors, Storeroom employees
2. Yard forces
3. Porters & Maids

Principles: Supposed to rest on idea of harmony between employee & employer.

1. Each agree to abide by Federal & State laws.
2. No discrimination on account of affiliation, or non-affiliation with unions, etc.

Local committee in each district. Employee representee at 1:200

3. Grievances
   Right of appeal to Bureau of Industrial Relations.
   a) Company's rep. appt.
   b) Supervisor of Indust. Relations

Porters forced to vote--at one election each porter had to sign his name on an envelope. This was called secret balloting. Failing to vote, a porter automatically came on the red list. These men claimed disloyal and thereafter suffered much discrimination.

Union declared illegal by Court, May 1930:
Supreme Court Decision handed down in favor of the Ry. Clerks against S.P. Ry.

Decision: established validity & binding force of that provision of the Ry. Labor Act which guarantees the workers the right to select their own representative without influence intimidation, or coercion.

Prior to this decision employers maintained that Co. Unions were lawful since they were based upon the right of the individual worker to negotiate a contract with whomsoever he pleased.

___ Legal smokescreens to hide behind in

curtailing freedom of expression of
workers on matters involving wages,
hours & working conditions.

Company holds that no change in relationship between Union and employees has taken place. --Wrong.

Illegal now & Brotherhood may take its battle into Court.

Long jump for goal, but porters believe they can win if Union is destroyed

CONSTITUTION OF LOCAL UNIONS

Article 1.

Name- of what composed.

Each Division shall consist of five or more members, and shall be hailed and entitled ____________________ Division No. ________ of the Brotherhood of Sleeping Car Porters. (It cannot voluntary dissolve so long as five members in good standing object thereto.

Article II

Time and place of meeting.

The regular meeting of each Division shall be held at such time and place as agreed upon, but the division shall hold at least one regular meeting each month.

Article III.

Robert's Rules of Order, revised, shall be the standard work deciding all points of order. The order of business at special meeting shall be determined by the call of such meetings, handling only such business as is set forth in the call for the meeting, which shall be done in writing, forwarding copy to each member. The order of business at regular meetings shall be as follows;

ORDER OF BUSINESS

1. Chaplain's prayer.
2. Introduction of visitors.
3. Roll call of officers
4. Reading of minutes of preceding meeting.
5. Reading on applications.
6. Voting on applications.
7. Reading of correspondence.
8. Committees and reports.
9. Unfinished business.

10. New business.
11. Nomination of officers.
12. Election of officers.
13. Installation of officers.
14. Good and welfare.
15. Adjournment.

The president will call the meeting to order and conduct same according to the order of business as expeditiously as possible. The meeting will be automatically closed upon conclusion of the order of business without taking a vote for adjournment. The seating arrangement of the lodge room shall be entirely within the discretion of the Division. Members desiring to leave the lodge room before the meeting is closed will rise and ask permission from the chairman.

Article IV.

QUORUM.

Seven members of a division in good standing shall constitute a quorum, and shall be qualified to transact the legal business of the division ~~mx~~ in the absence of all officers, the members present may elect two from number to act as chairman and secretary of said meeting.

ARTICLE V.

JURISDICTION AND AUTHORITY.

The jurisdiction and authority of a division shall be that assigned by the Grand Division.

ARTICLE VI.

The officers shall be a president, a vice-president, and a secretary-treasurer, elective; a chaplain and a sentinel, appointive; the appointive officers shall be appointed by the president-elect prior to installation and they shall be installed with the elective officers.

In addition to other ~~imx~~ elective officers a delegate to represent the Local Division in Grand Division Convention shall be nominated and elected concurrently with other officers at the last local election preceding the regular convention. Not less than two nominations shall be made for delegate.

The nominee receiving the highest number of votes shall be elected delegate; the nominee receiving the next highest number of votes shall be elected alternate. The local division, by a three-quarter vote shall have authority to elect assistant vice-president, secretary-treasurers, and a board of three or five trustees; all regular elective and appointive local officers shall serve for a term of one year. Nominations shall be open at each regular meeting in September, and the secretary-treasurer shall prepare a ballot showing the name and officers for which each has been nominated. The ballots shall be numbered consecutively, and one ballot shall be mailed to each member on or before October 15th, and a record shall be kept by the secretary-treasurer, showing the number of ballots mailed to each member. Members receiving such ballot shall make return of same either by depositing it in the ballot box provided for that purpose in the Division room, or mailing same addressed to secretary-treasurer, who shall place same in ballot box.

A separate envelope shall be enclosed with ballot plainly marked "OFFICIAL BALLOT", with a note requesting member of such Division to place ballot therein, seal the envelope, and enclose same in another envelope, properly addressed, and mail.

All ballots shall be disregarded and destroyed if instructions contained herein are not compiled with in every manner and new nominations and elections shall be held immediately upon proof of error certified to by a majority vote in Division Meeting. Elections shall be held and ballots counted at the regular meeting in November.

The President shall appoint three tellers, not nominees when possible, who shall open and count the ballots and announce the results by calling the names of each candicate, the office and number of votes received. The nominee receiving the highest number of votes shall be declared elected. In case of a tie-vote for any office, it shall be decided at that meeting by a vote of the members present who shall vote on the candidates tied. All elective and appointive officers shall be installed at the last regular meeting in December, or as soon thereafter as possible

ARTICLE VII

President- Duties of--

He shall preside at all meetings of the Division and see that the laws are strictly complied with. In case of a tie-vote on resolutions or motions, the president shall cast the deciding vote.

He shall also be empowered to call special meetings when in his judgment, it is necessary, or when requested to do so by seven members in good standing. He shall be the chairman of the local Grievance Committee.

ARTICLE VIII

Vice-President, Duties of --

It is the duty of the Vice President to assist the President in the discharge of his duties, preside in his absence, and in case of death, removal, or resignation of the president, he shall assume that office and discharge all duties for the unexpired term.

ARTICLE IX

Secretary-Treasurer, Duties of-

He shall keep a true and correct record of all proceedings, proper to be written, of each meeting and members present. He shall be custodian of the funds and property of the Local Division. He shall keep a correct account of the local dues remitted to the General Secretary-Treasurer of the B.S.of C.P., and the secretary of the A.F.of L. He shall assist in the collection of dues and assessments as directed by the General Secretary-Treasurer. The Local Division shall follow the rules and uniform outline submitted by the General Secretary-Treasurer, concurred in by the President and the General Executive Board, in the keeping of its books and accounts. He shall keep a permanent file of the minutes of all meetings in chronological order, and shall also keep a permanent file of all correspondence with the General Division.

The Local Secretary-Treasurer shall be bonded through the secretary of the A.F.of L.

ARTICLE X

DELEGATE DUTIES OF--

The delegate shall be the representative of the Local Division in all matters to be handled in Convention until recognition. Officials shall also have voice and vote in conventions.

ARTICLE XI.

Porter, Duties of

He shall assist the President at meetings arranging property, holding elections, and in any other way as directed by that officer.

ARTICLE XII

Sentinel,Duties of-

He shall guard the door, during the meetings and admit no one who is not in possession of his membership card, password, except those who are vouched for as being in good standing by a local officer.

ARTICLE XIII.

Withdrawals,Resignations and Transfers.

When a member withdraws, it shall be done in writing. The secretary-treasurer shall so state on his ledger account and forward a written report of such withdrawal to the General Secretary-Treasurer. All transfers shall be made in conformity with rules provided on official transfer cards, which shall be obtained from secretary-treasurer.

Delinquent members shall not be permitted to withdraw, resign or transfer until payment of all dues and assessments up to and inclusive of the date of same are paid; withdrawal to be restricted to members furloughed or leaving the service as porters, or maids, and limited to one year.

All resignations of officers shall be made in writing, and same shall be submitted to the Division, and shall be accepted or rejected by them.

The Local Secretary-Treasurer shall forward to the General Secretary all requests for withdrawals, resignations, or transfers.

ARTICLE XIV.

Voting,Qualifications For

No members will be allowed to cast a vote in a Local Division who is not a member thereof, but he may have a voice or questions of order.

ARTICLE XV.

Violation of Obligation and Penalties Thereof-

Any member in good standing may prefer charges against any other member deemed guilty of violation of the obligation of membership or conduct detrimental to the welfare of the Order. The charges shall be preferred in writing to the President of the Division to which the party accused belongs. The President shall thereupon call the party accused before him and read the charges, either personally or through a duly deputized member. The accused will have thirty (30) days within which to file his reply in writing with the President. Whereupon, copies of the original charges and answers will be immediately forwarded to the President of the Grand Division for review. If, in the opinion of the

Grand President, further investigation is warranted, notice of trial will be furnished to all interested parties, and same will be conducted promptly under his supervision. The trial shall be conducted either in regular or special meetings of the Division. The selection of counsel and witnesses shall be restricted to members in good standing and written evidence from any source, when relevant and proper shall be admissable. Each member of the Division shall be served with written notice of the date of trial. The members present shall render the verdict. Both prosecution and defense shall retire from the room until the verdict is reached. A two-thirds vote of the members present shall be necessary for conviction. If convicted, the penalty shall be either a reprimand or expulsion.

A member convicted for any cause shall have the right of appeal to the President of the Grand Division, if made within ten days from the date of conviction. The President shall promptly review the evidence in conjunction with the Executive Board. A majority vote of the Board shall be required for a decision. If appeal is taken from this decision, it must be filed with the Grand President within thirty(30) days, and final hearing will be conducted at the next convention.

ARTICLE XVI

APPLICANTS, QUALIFICATION OF

The applicant for membership shall be a porter or maid, regardless of race, sex,creed,color, or nationality, sober and industrious, and must join of his own free will. He must be sane and sound in mind and body. He must be employed as a sleeping car porter or maid and shall have served at least ten (10) days as such prior to and at the time he makes application.

All members not engaged in Sleeping or parlor car service shall have a voice but no vote in division meetings except porters or maids who were discharged from the service on account of his or her activity for the Brotherhood.

Their membership cards and quarterly receipts shall be endorsed across the face in plain legible print or writing. The words, "Ex-porter or Maid", or "Pensioned Porter", as the case may be.

ARTICLE XVII

The creation of committees shall be determined as the conditions and necessities of the Division may justify or as otherwise ordered by the Grand Division.

ARTICLE XVIII

COMPENSATION TO OFFICIALS OF DIVISION

Compensation may be voted for officials as the financial condition of the division may warrant with the consent and approval of the President.

ARTICLE XIX

POLITICS AND RELIGION

The influence or sympathy of this order shall not be used either for or against any political or religious organization. No local division shall be permitted to engage in any political activities except in conjunction with a program or policy which may be adapted by the Grand Division in Convention assembled or through joint action of the Grand Division and delegates perfected through correspondence when the Grand Division is not in session.

ARTICLE XX

The books of the secretary-treasurer shall be audited by an auditing commkttee elected by the division and his statements of accounts shall be certified to by their signatures and the division seal.

The books and accounts of the secretary-treasurer shall be subject to an audit by certified accountants at any time, under the direction of the Executive Board of the Grand Division.

ARTICLE XXII

APPLICATIONS, DISPOSITION OF

Any member in good standing may solicit membership filling out the application and promptly forwarding same to the secretary-treasurer of the Division to which application for membership is made. Application shall be voted on at next meeting. A majority vote of the members present at a meeting will constitute acceptance of an application. If accepted, application will be immediately forwarded to General Secretary-Treasurer and applicant will be notified of acceptance to membership. The General Secretary-Treasurer will promptly communicate with the applicant, fusnishing him with all necessary information, including notice of dues and assessments payable.

Membership will become effective on date of acceptance by Local Division.

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To all organizers
& Sec-Treas.

PUBLICITY AND PROPAGANDA.

The dominant keynote and psychology of all publicity and propaganda shall be Victory, Determination, Absence of fear, Self-assurance for porters, public, and Pullman

I.

FOR PORTERS.
Nature of Publicity and Propaganda.

1. Exposure of futility of Employee Representation Plan.

2. Emphasize hand-picked delegates to Wage Conferences.

3. Stress discharge of Brothers Bennie Smith and W. H. Edwards, by Company, when they refused to sign cut and dried company-made agreement.

4. Emphasize similarity of all agreements of Wage Conferences.

5. Emphasize helplessness of delegates, as shown by their signing agreements causing porters to lose money.
~~ments causing porters to lose money.~~

6. Point to decision of Judge Hutcheson of the Federal District Court of Texas, in the case of The Brotherhood of Railway Clerks --against-- The Company of the Texas & Southern Pacific Railroad, and the upholding of said decision by the Circuit Court of Appeals of New Orleans, and the probability of said decision being upheld by the U. S. Supreme Court.

7. Negro Labor Conference shall be developed in districts where possible, as an agency for moulding public sentiment for the Brotherhood and Negro Labor. A labor institute shall be prosecuted and developed where facilities make it possible.

8. Emphasize recent enactment of legislation, by the State of Wisconsin, making the "Yellow Dog" Contract illegal.

9. Stress the recent move in Cleveland, April 8th, by the 20 standard railroad unions in the meeting of the Association of Railroad Labor Executives to secure a modification of the Railway Labor Act, for the purpose of eliminating the Company union and the "Yellow Dog" contract.

10 Stress the formulation of the anti-injunction bill by the Executive Council of the A. F. of L., With the cooperation of Senators Norris, Blaine and Walsh, which if passed by Congress, will abolish the company union and the "Yellow Dog" contract.

11 Emphasize $150.00 per month paid "welfare" to keep porters' pay low.

PORTERS' STRUGGLE SIMILAR TO OTHER WORKERS' STRUGGLES.

1. Shop crafts strike in 1922 shattered union, but it is now rebuilding and winning against company unions.

2. The failure of the United Mine Workers, forty or more years old, in the strike in Western Pennsylvania; the reformation of their limes and consolidation of forces to recapture lost ground.

3. The fight of the United Mine Workers of America to capture the West Virginia Open-Shop Coal Mines for a decade or more, and their program of continued struggle to win West Virginia;~~for life, the struggle of the White Workers in the South (sixteen on trial in Gastonia); kidnapping of A. F. of L. Organizer Mc Grady in Elizabethton, Tenn.~~

4. The struggle of the White workers in the South, (16 on trial for life in Gastonia). Kidnapping of A. F. of L. Organizer Mc Grady, in Elizabethton, Tenn.

LABOR'S VICTORIES.

1. The settlement of the garment strike in New York, with the aid of President William Green, involving some 100000 workers.

2. Settlement of the street car men's strike in New Orleans with the aid of President William Greeon.

3. The

3. The winning of the 5-day week in the Building trades and Garment industry.

4. The Adamson 8-hours law during the war, by Big-Four Brotherhood.

TIME ELEMENT.

1. The struggle of the A. F. of L. since 1881.

2. Brotherhood of Locomotive Firemen and Enginemen organized in 1873.

3. Brotherhood of Locomotive Engineers organized in 1863.

4. Brotherhood of Railroad Trainmen organized in 1883.

5. Order of Railway Conductors organized in 1868.

MONEY SPENT.

1. Over a million dollars spent to organize janitors in Chicago alone.

2. Ten million dollars spent by one local Big Six of International Typographical Union to organize one shop, the Buttrick Pattern Works. Disregard of seniority rights set forth in own plan by placing Filipinos, Cars--also shows impotency of Perry Parker and Welfare Workers.

3. Many millions have been spent to organize the coal field of West Virginia.

4. One million dollars is now mobilized to organize the Philadelphia

Clothing Market for men's garments. Millions have already been spent to organize it, over a period of ten years.

5. Labor war chest has aggregated several billions spent in industrial war for economic justice.

VALUE AND MEANING OF CHARTER IN THE A. F. OF L.

1. Secured charter when responsibility and stability were demonstrated.
2. Brotherhood First National Negro labor union to receive charter in A. F. of L.
3. A. F. of L. & Big-Four Brotherhood have working agreement.
4. All standard railroad unions, except Big-Four, members of A. F. of L.
5. Friendly attitude of Presidents of Train and Pullman Conductors, E. P. Curtis and M. S. Warfield.
6. The recognition of the A. F. of L., by the U. S. Government, as seen in the appointment of President William Green on various government commissions, such as Unemployment, etc.
7. The force of public opinion, organized and mobilized by the entrance of President William Green into the fight, and the making of speeches for the Brotherhood.

BROTHERHOOD VICTORIES.

1. Four years stability.
2. Securing of A. F. of L. Charter.
3. Federal council of Churches of Christ Report.
4. Winning of railroad unions' respect and support.
5. Continuous winning of public opinion.
6. Growing disform of Employee Representation Plan.
7. Two wage increases of $5.00, representing $120.00 a year. Thus one year's wage income won for porters by Brotherhood is $52.00 more than 4 years' dues and assessment of $20.00, assuming that a porter paid dues for every month and assessment of $20.00.

HONESTY, INTELLIGENCE AND COURAGE OF LEADERSHIP, NATIONAL AND LOCAL.

1. The presentation and emphasis of these points is most important in building and maintaining the confidence of the porter, the key to the solidarity of the members.

FOR THE PUBLIC.

1. Emphasize public's assuming ~~that~~ Pullman's Wage Bill in being required to give tips. "Tips", according to Metropolitan reporters, "is good copy".

2. Emphasize cases of injustice to particular porters, without calling names.

3. Portray porter as faithful servant of public.

4. Emphasize loss of sleep through doubling, and general long hours, as cause of reducing service efficiency.

5. Emphasize autocratic, oppressive nature of Employee Plan.

6. Emphasize interest of Brotherhood in service efficiency and safety, honesty, and courtesy.

7. Emphasize Pullman fight on union as cause of indiscriminate employment of incompetent porters, a large turn-over, and the consequent demoralization of the service.

8. Emphasize Pullman's utter disregard of seniority rights, set forth in its own company union agreement, by the displacement of old, faithful porters, with Filipinos, Chinese, as club-car men and maids.

9. Emphasize affiliation with A. F. of L. This gives responsibility and prestige to the Brotherhood.

10 Emphasize support of railroad unions.

11 Emphasize sacrifices of porters for union, in financing it.

12 Emphasize discharge of porters for membership in union.

13 Emphasize non-pay for preparatory time and P. M. time.

14 Emphasize penalization of porters, and sometime firing them, for being asleep, while denying them adequate sleep.

15 Emphasize injustice of Plan by discharge of Bennie Smith and W. H. Edwards, who refused to sign agreement in 1926.

16 Emphasize Federal Council of Churches of Christ Report on Brotherhood. This gives our fight public importance and significance.

17 Emphasize calling off strike to avoid industrial chaos through violence and strife--hoping thus to arouse the righteous indignation of the public, and secure its support.

18 Emphasize efforts to secure settlement of dispute through U. S. Mediation Board; the intelerant attitude of the Company; the urging of the Board, upon the Company, that it arbitrate, but the weakness of the Board to enforce its wishes, and secure an arbitration of the dispute.

19 Emphasize Pullman's recognition of its conductors' union, and the

denying of the right of organization to its porters and maids.

20 Emphasize to White public support of Colored public, and to Colored public the support of White public.

MACHINERY OF PUBLICITY AND PROPAGANDA.

1. The work of publicity and propaganda shall be under the direction and control of the President and General Organizer.

2. Publicity and propaganda in the White and Colored press; the Brotherhood publications, etc.

3. All publicity and propaganda material shall be supplied the organizers by the President and General Organizer, or shall be prepared under his supervision.

METHOD OF PROPAGANDA.

1. Four-page paper--named "The Sleeping Car Porter"-bi-monthly.

2. Meetings in headquarters, halls, churches.

3. Personal contact of organizers with porters, and porters with each other.

PROPAGANDA MATTER FOR DISTRIBUTION AMONG PORTERS AND PUBLIC.

1. William Green's speeches in New York and Chicago.

   a. Each and every porter, member and non-member, should be given a copy of both speeches.

   b. Each and every porter ought to be given a half dozen copies of speeches to give to train employees he contacts with on cars, and important White and Colored Citizens whose influence may be helpful to cause.

   c. Each and every porter should be given a copy of the report of the Federal Council of Churches of Christ.

   d. Each and every porter should be given 6 copies of this report, from time to time, to give to White and Colored citizens, who are influenced, and who may be helpful.

   e. No propaganda should be given passengers on cars, unless there are mighty strong reasons to believe that said passenger is favorable.

   f. Speeches of President Green and the report of the Federal Council of Churches of Christ are the most important and effective pieces of propaganda which can be used to arouse and mobilize public opinion, behind the porters' fight.

   g. Other agencies to receive Green's speeches and reports:

      1. Congressmen--Senators
      2. Judges

3. State Legislators
4. Editors
5. Preachers
6. School Teachers
7. Labor leaders
8 Chambers of Commerce & Boards of Trade, Libraries, Y. W. C. A's and Y. M. C. A's.

MASS MEETINGS.

1. Each district should hold two or three big public mass meetings a year, with some prominent speakers.

- FORUMS, CLUBS, CONFERENCE, COLLEGES.

1. Organizers should address Forums, Clubs, Conferences, and colleges, (White and Colored), on the Brotherhood's fight, at every opportunity.

CROSS-COUNTRY TRIPS OF GENERAL ORGANIZER.

1. One or two cross-country trips should be made by the President and general Organizer a year.

2. Other National Officers should make extended organization and propaganda trips when feasable.

3. General Organizer should cover zone with zone supervisor, as often as possible.

PUBLICITY AND PROPAGANDA.

The dominant keynote and psychology of all publicity and propaganda shall be Victory, Determination, Absence of fear, Self-assurance for porters, public, and Pullman Company.

I.

(FOR PORTERS)
Nature of Publicity and Propaganda.

1. Exposure of futility of Employee Representation Plan.
2. Emphasize hand-picked delegates to Wage Conferences.
3. Stress discharge of Brothers Bennie Smith and W. H. Edwards, by Company, when they refused to sign cut and dried company-made agreement.
4. Emphasize similarity of all agreements of Wage Conferences.
5. Emphasize helplessness of delegates, as shown by their signing agreements causing porters to lose money.
6. Point to decision of Judge Hutcheson of the Federal District Court of Texas, in the case of The Brotherhood of Railway Clerks -against- The Company of the Texas & Southern Pacific Railroad, and the upholding of said decision by the Circuit Court of Appeals of New Orleans, and the probability of said decision being upheld by the U. S. Supreme Court.
7. Negro Labor Conference shall be developed in districts where possible, as an agency for moulding public sentiment for the Brotherhood and Negro Labor. A labor institute shall be prosecuted and developed where facilities make it possible.
8. Emphasize recent enactment of legislation, by the State of Wisconsin, making the "Yellow Dog" Contract illegal.
9. Stress the recent move in Cleveland, April 8th, by the 20 standard railroad unions in the meeting of the Association of Railroad Labor Executives to secure a modification of the Railway Labor Act, for the purpose of eliminating the Company Union and the "Yellow Dog" Contract.
10. Stress the formulation of the Anti-Injunction Bill by the Executive Council of the A. F. of L., with the cooperation of Senators Norris, Blaine, and Walsh, which, if passed by Congress, will abolish the Company Union and the "Yellow Dog" contract.
11. Emphasize $150.00 per month paid "welfare workers" to keep porters' pay low.

PORTERS' STRUGGLE SIMILAR TO OTHER WORKERS' STRUGGLES.

1. Shop crafts strike in 1922 shattered union, but it is now rebuilding and winning against Company Unions.
2. The failure of the United Mine Workers' forty or more years old, in the strike in Western Pennsylvania; the Reformation of their lines and consolidation of forces to recapture lost ground.
3. The fight of the United Mine Workers of America to capture the West Virginia Open-Shop Coal Mines for a decade or more, and their program of continued struggle to win West Virginia.
4. The struggle of the White workers in the South, (16 on trial for life in Gastonia). Kidnapping of A. F. of L. Organizer Mc Grady, in Elizabethton, Tenn.

LABOR'S VICTORIES.

1. The settlement of the garment strike in New York, with the aid of President William Green, involving some 100,000 workers.
2. Settlement of the street-carmen's strike in New Orleans with the aid of President William Green.
3. The winning of the 5-day week in the building trades and garment industry.
4. The Adamson 8-hours' law during the war, by Big-Four Brotherhood.

TIME ELEMENT.

1. The struggle of the A. F. of L. since 1881.
2. Brotherhood of Locomotive Firemen and Enginemen organized in 1873.
3. Brotherhood of Locomotive Engineers organized in 1863.
4. Brotherhood of Railroad Trainment organized in 1883.
5. Order of Railway Conductors organized in 1868.

MONEY SPENT.

1. Over a million dollars spent to organize janitors in Chicago alone.
2. Ten million dollars spent by one local Big-Six of International Typographical Union to organize one shop, the Buttrick Pattern Works. [Disregard of Seniority rights set forth in own plan by placing Filipinos Cars--also shows impotency of Perry Parker and Welfare Workers.]
3. Many millions have been spent to organize the Coal Field of West Virginia.
4. One million dollars is now mobilized ~~mobilized~~ to organize the Philadelphia

Clothing Market for men's garments. Millions have already been spent to organize it, over a period of ten years.

5. Labor War Chest has aggregated several billions spent in industrial war for economic justice.

VALUE AND MEANING OF CHARTER IN A. F. OF L.

1. Secured charter when responsibility and stability were demonstrated.

2. Brotherhood First National Negro Labor Union to receive charter in A. F. of L.

3. A. F. of L. & Big-Four, Brotherhood have working agreement.

4. All standard railroad unions, except Big-Four, members of A. F. of L.

5. Friendly attitude of Presidents of train and Pullman Conductors, E. P. Curtis and M. S. Warfield.

6. The recognition of the A. F. of L., by the U. S. Government as seen in the appointment of President William Green on various government commissions, such as Unemployment, etc.

7. The force of public opinion, organized and mobilized by the entrance of President William Green into the fight, and the making of speeches for the Brotherhood.

BROTHERHOOD VICTORIES.

1. Four years' stability.

2. Securing of A. F. of L. Charter.

3. Federal Council of Churches of Christ report.

4. Winning of railroad unions' respect and support.

5. Continuous winning of public opinion.

6. Growing disfavor of Employee Representation Plan.

7. Two wage increases of $5.00, representing $120.00 a year. Thus one year's wage income won for porters by Brotherhood is $52.00 more than 4 years' dues and assessment of $20.00, assuming that a porter paid dues for every month and assessment of $20.00.

HONESTY, INTELLIGENCE AND COURAGE OF LEADERSHIP: NATIONAL & LOCAL.

1. The presentation and emphasis of these points is most important in building and maintaining the confidence of the porter, the mey to the solidarity of the members.

FOR THE PUBLIC.

1. Emphasize public's assuming Pullman's Wage Bill in being required to give tips. "Tips", according to Metropolitan Reporters, "is good copy".

2. Emphasize cases of injustice to particular porters, without calling names.

3. Portray porter as faithful servant of public.

4. Emphasize loss of sleep through doubling, and general long hours, as cause of reducing service-efficiency.

5. Emphasize autocratic, oppressive nature of Employee Plan.

6. Emphasize interest of Brotherhood in service-efficiency and safety, honesty and courtesy.

7. Emphasize Pullman fight on union as cause of indiscriminate employment of incompetent porters, a large turn-over, and the consequent demoralization of the service.

8. Emphasize Pullman's utter disregard of seniority rights, set forth in its own company union agreements, by the displacement of old, faithful porters, with Filipinos, Chinese, as club-carmen and maids.

9 Emphasize affiliation with A. F. of L. This gives responsibility and prestige to the Brotherhood.

10 Emphasize support of railroad unions.

11 Emphasize sacrifices of porters for union, in financing it.

12 Emphasize discharge of porters for membership in union.

13 Emphasize non-pay for preparatory time and P. M. Time.

14 Emphasize penalization of porters, and sometime firing them, for being asleep, while denying them adequate sleep.

15 Emphasize injustice ot Plan by discharge of Bennie Smith and W. H. Edwards, who refused to sign agreement in 1926.

16 Emphasize calling off strike to avoid industrial chaos through violence and strife--hoping thus to arouse the righteous indignation of the public, and secure its support.

17 Emphasize Federal Council of Churches of Christ Report on Brotherhood. This gives our fight public importance and significance.

18 Emphasize efforts to secure settlement of dispute through U. S. Mediation Board; the intolerant attitude of the Company; the urging of the Board, upon the Company, that it arbitrate, but the weakness of the board to enforce its wishes, and secure an arbitration of the dispute.

19 Emphasize Pullman's recognition of its conductors' union, and the

denying of the right of organization to its porters and maids.

20 Emphasize to white public support of colored public, and to colored public the support of white public.

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June [illegible]

MEMORANDUM ON THE SLEEPING CAR PORTERS.

I.

a. The Brotherhood of Sleeping Car Porters was organized in New York, August 25th, 1925.

b. Application for services of the United States Mediation Board, to mediate, or bring about arbitration in the dispute was made in 1927.

c. Honorable Edwin P. Morrow, ex-Governor of Kentucky, was assigned as mediator in the case.

d. Mediation failed Arbitration was sought. Mr. Morrow urged it upon the Company and the Brotherhood.

e. The Company refused, saying that there was no dispute, and it had a contract with the porters, under the Employee Representation Plan, from which it could not depart.

f. Our next step was to create an emergency, according to the provisions of the Railway Labor Act. We didn't take this step, however, immediately.

g. We took our case to the Interstate Commerce Commission, in 1928, to secure an investigation of the Pullman Company, and a ban on tipping.

h. The Interstate Commerce Commission decided against us, claiming that the case was without its jurisdiction, since it came under another arm of the Government, namely: The United States Mediation Board. Three of the members dissented from that decision.

i. Thereupon, a strike vote was projected, and six thousand and some hundred men voted to walk out June 8th, Friday Noon. 1928.

j. Mr. William Green, President of the American Federation of Labor, in Council with the officials of the Brotherhood of the Sleeping Car Porters, advised that the strike be postponed, because of the existing unfavorable economic conditions, and that the Brotherhood proceed with the enlightenment of public opinion.

k. Upon the basis of a strike vote, representations were made, to the United States Mediation Board, claiming that an emergency existed, and that the Board should recommend to President Coolidge that he establish an Emergency Board.

l. A precedent existed in the case of the six hundred railway employees on the Kansas City-New Mexico and Orient Railroad, when the Board recommended, to President Coolidge, that an emergency existed, and that the Emergency Board should be established, and the same was established.

m. The Brotherhood contended that, according to the spirit and letter of the provisions of the Railway Labor Act, the Board's position was unsound.

n. Find enclosed bulletin of correspondence between the Pullman Company and Edwin P. Morrow, of the Mediation Board, and between Edwin P. Morrow and the Brotherhood of Sleeping Car Porters.

o. Find also copies of briefs of the Brotherhood of Sleeping Car Porters to the Interstate Commerce Commission, on the question of banning tips, and an investigation of the Pullman Company.

II.
WAGES

a. At the beginning of the Brotherhood of Sleeping Car Porters, the wages of porters were $67.50 a month.

b. In 1926, shortly after the rights of the porters' union, a Pullman Company Union Wage Conference was held, under the socalled Employee Representation Plan, and an increase was granted, raising the wages to $72.50.

c. This conference was staged in order to demoralize the spirit of the porters for the Union, and break up the organization.

d. On the contrary, it stimulated interest in the Union, and increased the membership.

e. In May and June, 1929, the Pullman Company held another Wage Conference, under its Employee Representation Plan, and granted the men an increase, raising their pay from $72.50 to $77.50.

f. The reaction to this increase, on the part of the porters, is one of deep and bitter dissatisfaction. It is favorable to the Union. Upon the unrest, the Brotherhood is projecting an Organization Drive, to increase the membership to 10,000. The present membership is 7,000.

III.
WORKING CONDITIONS.

a. At the beginning of the Brotherhood, and even today, extra porters, or those not assigned to regular runs, report for duty daily, sit on the benches from early morning until, sometime, late at night, waiting to be assigned on a car, and upon failing to be sent out, repeat this course of action, without receiving any pay for same.

b. If extra porters fail to report, for fourteen days, he is subject to being fired. Although he has no assurance of being assigned to a car, any time he reports, he must report from day to day, and take chances upon getting some work for a day or so, by being assigned to a car sent out on a trip.

d. There is, at present as usual, far too many extra porters, and consequently, it is a common occurrence for a porter to draw a pay check of $6.00 and $7.00 over a period of two weeks.

d. At the beginning of the Brotherhood, and now, porters report for duty, at one hour, work for two or three, and sometimes five or six hours, for which they receive no pay, since the porters' time does not begin until the train leaves the station.

IV.
HOURS OF WORK.

a. Porters now work on Eleven thousand mileage basis, or nearly four hundred hours of work. They are supposed to have three hours' sleep, and they are supposed to answer the bell whenever it rings, by a passenger. In other words, a porter is supposed to be asleep and awake at the same time.

V.
DEMANDS.

a. Wages: $150.00 a month, minimum.

Hours: 240 hours, or the eight-hour day.

Recognition: The Brotherhood of Sleeping Car Porters.

VI.
THE EMPLOYEE REPRESENTATION PLAN.

a. Denies Porters' right to secure any lawyer or economist or leader, outside of Pullman Service.

b. Superintendent, who has power to hire and fire porters, sits on committees that pass on grievances that involve porters.

c. Porters are selected for Company Union Committees under intimidation of superintendent.

d. In the recent wage conference, in Chicago, twenty of the twenty-one delegates were named and published in the New York Amsterdam News, and the Chicago Defender before the elections were over, in which the said delegates were to be elected.

e. In the Wage Conference of 1926, Bennie Smith and W. H. Edwards, who were delegates to the conference, then operating porters in the service, refused to sign the agreement, and were fired shortly thereafter, proving that the Company Union Delegates are handpicked by the Company.

f. No Employee Representation Plan Committee has been able to restore a porter to the service after being fired by the superintendent, without the concurrence of the superintendent, which is rarely given, since it would reflect upon his good judgment, in handling the Porter Personnel.

VII.
TIPS.

a. As a result of a survey, made by the New York Labor Bureau, Inc., it was revealed that the public contributed seven million dollars yearly in tips, which permitted the Pullman Company to reduce its wage bill by an equivalent amount, or more.

b. The average porters were revealed as receiving $58.00 a month.

PAGE MISSING IN THE ORIGINAL COLLECTION

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c. Every porter had to pay out $33.00 a month as occupational expenses, which included shoe polish, meals and transit, and at termini, and two uniforms a month. Most porters pay for their lodging when away from home, but, this item of expense was not figured in with the occupa-~~tions~~ tional expenses, since the Company provides large quarters, in some districts, although the average porter regards them as undesirable.

d. The Brotherhood of Sleeping Car Porters is opposed to the tipping system. It demands a fair day's wage for a fair day's work, so that porters will not be dependent upon public charity, to maintain their wives and children.

e. It is a notorious fact that, on some runs, porters make practically no tips, and are compelled to depend on the bare $72.50 a month, which is not a flat wage, but is only paid when the porter is actually in service a full month, operating on the road.

f. It is reported, by porters, that passengers are tipping less and less, and the size of the tip is getting smaller and smaller.

VIII.
IMMEDIATE PROGRAM.

a. An organization drive to increase the membership to 10,000 was projected June 1st, to continue until September 1st.

b. President William Green, of the American Federation of Labor, to deliver series of talks for the Sleeping Car Porters' Union.

IX.
CHARTER.

a. Federal charters were granted the Brotherhood of Sleeping Car Porters, by the Executive Council of the American Federation of Labor, which held sessions in Miami, Florida, last February.

b. About fourteen locals have been established, so far, and others are in process of establishment.

c. Brotherhood of Sleeping Car Porters to have delegates in Central Trades and Labor Councils, in New York, Boston, Washington, Jacksonville, Atlanta, New Orleans, Fort Worth, Los Angeles, Oakland, ~~Cincinnati, and sev~~ Seattle, Portland, St. Paul, Minneapolis, Chicago, Cleveland, Detroit, Cincinnati, and several other cities.

X.
NEGRO LABOR CONFERENCES.

a. Under the auspices of the Brotherhood of Sleeping Car Porters, a Negro Labor Conference Movement was projected in 1927, in New York, and subsequent conferences have been held in Washington, Boston, Chicago, Cleveland, St. Louis, St. Paul and Minneapolis, Kansas City, Denver, and Los Angeles.

b. These conferences are serving to bring the Negro professional, Business, Religious, and Educational Elements into the Trade Union Circle of interest, and uniting them behind the American Negro Wage Earner. This is something entirely new in the life and history of the Negro, for heretofore, not only have these groups been unsympathetic, but hostile.

c They are serving to educate the various groups of Negroes, as to the nature, scope, history, and significance of the Trade Union Movement.

GROUP PLAN OR ORGANIZATION

I.
Organization of Councils of Education-Agitation-Organization.

ooo

1. Selection of GROUP LEADERS sufficient to cover porters in DISTRICT.
2. Assign one Group Leader to every 5 or 10 members according as his time permits.
3. These Group Leaders shall be know as Captain-Council Leaders.
4. The groups shall be known as Councils for Education-Agitation-Organization.

II.
Function of Captain-Council-Leaders.

1. Educate, Agitate and Organize.
2. Collect dues.
3. Secure new members.
4. Supply Council members with literature for distribution, among porters, members and non-members.
5. Urge members to attend membership and mass meetings.
6. Prevent his Council members from voting in Plan election.
7. Check those members that vote.
8. Secure and maintain correct addresses of his Council members.
9. Report weekly to Chief-Council-Leader in General Council Assembly or meeting.
10. Hold Council Meetings on Education-Agitation-Organization plans and method.
11. Preach doctrine of Optimism, Hope, Faith in Victory of Brotherhood and the A.F.of L. and the Brotherhood Leadership-National and local.
12. Tabulate names of stool-pigeons in district.
13. Tabulate lines of district.
14. Tabulate and report to Chief Captain Council Leader new porters hired in district.
15. Tabulate porters, members and non-members fired and penalized.
16. Tabulate porters who quit the service.
17. Tabulate any new changes in the service or rules.
18. Tabulate all new developements in the Company effecting porters, when noted.
19. Clip all news items in the papers relating to the Pullman Company or porter.

III.
Function of Councils.

1. To serve as a center and agency of Education-Agitation and Organization.
2. To organize the un-organized porters and maids.
3. To build and maintain morale.
4. To increase dues paying.
5. To develope Council Leaders.
6. To develope friendly relations with the Train Conductors, Pullman Conductors, and other Train Employees.
7. To develope and maintain 100% service-efficiency among members.
8. To advise against members antagonizing Pullman Officials.
9. To destroy confidence in Pullman "Welfareism and welfare workers."
10. To destroy Employee Representation Plan.

IV.
Inter-Council Meetings.

1. There shall be inter-Council meetings or regular membership meetings weekly or oftener. The members of the respective councils shall come and give their testimonies and experiences in the work, and on the methods employed, and receive new information and inspiration.

2. The Council Leaders shall give experiences secured in work, and check up on value of methods employed and make recommendations for necessary changes

3. The Council Leaders shall report number of new members secured, amount of dues collected, number of pieces of propoganda literature distributed by his O.C. and any other facts pertaining to the work, life of the Brotherhood, Pullman Company, and the porters he has noted.

V.
Methods of Work.

1. The Captain Council Leaders should zone off membership and non-membership area for each rank and file council member to work, collect dues, get new members and distribute literature.

2. Council members should report to Chief Council Leader or Organizer names and addresses of non-union porters on lines he operates on.

3. Council members should determine attitude of train conductor and other train employees and tactfully inform them of the scab porters on train.

4. Council members should give a copy of President William Green's speech to the train conductor and other train crew when opportunity presents itself.

5. Council members should advertise the headquarters of their district among the members and non-members and urge them to come and enjoy the educational and recreational advantages of the headquarters.

VI.
Lieutenant Council Leaders.

1. The Captain Council Leader should study the members of his Council so as to determine who has the ability and spirit to serve as his assistant or Lieutenant Council Leader.

2. The Lieutenant Council Leader should conduct organizing council meetings in the absence of the Captain-Council Leader.

3. The L.C.L. Shall also represent the C.C.L. when the former is absent in the Council meetings and the inter-Council meetings.

VII.
Rank & File Council Leaders.

1. Every member of the Council should be made by the Captain Council Leaders a Rank and File Council Leader whose duty shall be to execute the orders of his higher Council Officials.

VIII.
Forming New Councils.

1. As new members are enrolled in sufficient numbers to justify the formation of new councils, new councils should be formed.

2. Pending the time that sufficient new members are enrolled to form a new Council, the said new members should be assigned to some existing Council, and made Rank and File Council-Leaders.

IX.
Theory of Group Organization Plan.

1. The theory of the Group Organization Plan is that the entire membership must be converted and mobilized into an organizing force, based upon the fact that the organizers, in the nature of things, cannot contact with very many porters, from day to day, but the members can,do and will.

X.
Relation of Organizers to Councils.

1. The operation, developement, and execution of the Group Organization Plan shall be supervised by the Brotherhood Organizer,Secretary-Treasurer or whoever may be in charge and control of the district.

2. The Organizer shall keep in close contact with the Captain Council and Lieutenant Council Leaders and the Councils.

3. The Organizer shall supply the Captain and Lieutenant Council Leaders with all available propoganda literature.

4. The Organizer shall hold weekly meetings with the Chief Council Leader, Captain and Lieutenant Leaders, and give them new information and inspirational talks.

5. Zone supervisors shall form said councils where there is no organizer in district.

6. No Organizing Council should consist of more than 10 members as it will then become less effective as a unit of action.

7. Councils offer efficient machinery for mobilizing entire membership in districts through Council Leaders, almost instantly.

8. They also render the distribution of literature among the members more effective and rapid.

9. They will also render more effective opposition to the Plan.

10 Prizes to Councils with leaders who lead in getting new members, dues collections may serve as a valuable incentive.

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2. The Lieutenant Council Leader should conduct organizing council meetings in the absence of the Captain -Council Leader.

3. The L.C.L. shall also represent the C.C.L. when the former is absent in the Council meetings and the inter-Council meetings.

VII.
Rank & File Council Leaders.

1. Every member of the Council should be made by the Captain Council Leaders, a Rank and File Council Leader whose duty shall be to execute the orders of his higher Council Officials.

VIII.

Forming New Councils

1. As new members are enrolled in sufficient numbers to justify the formation of new councils, new councils should be formed.

2. Pending the time that sufficient new members are enrolled to form a new Council, the said new members should be assigned to some existing Council and made Rank and File Council-leaders.

IX.

Theory of Group Organization Plan.

1. The theory of the Group Organization Plan is that the entire membership must be converted and mobilized into an organizing force, based upon the fact that the organizers, in the nature of things, cannot contact with very many porters, from day to day, but the members can, do and will.

X.

Relation of Organizers to Councils.

1. The operation, developement, and execution of the Group Organization ~~Pan~~ Plan shall be supervised by the Brotherhood Organizer, Secretary-Treasurer, or whoever may be in charge and control of the district.

2. The Organizer shall keep in close contact with the Captain Council and Lieutenant Council Leaders and the Councils.

3. The Organizer shall supply the Captain and Lieutenant Council Leaders with all available propoganda literature.

4. The Organizer shall hold weekly meetings with the Chief Council Leader, Captain and Lieutenant Leaders, and give them new information and inspirational talks.

5. Zone supervisors shall form said councils where there is no organizer in district.

6. No Organizing Council should consist of more than 10 members as it will then become less effective as a unit of action.

7. Councils offer efficient machinery for mobilizing entire membership in districts through Council Leaders, almost instantly.

8. They also render the distribution of literature among the members more effective and rapid.

9. They will also render more effective opposition to the Plan.

10 Prizes to Councils with leaders who lead in getting new members, dues collections may serge as a valuable incentive.

President Randolph's Third National Report to the Brotherhood of Sleeping Car Porters Convention

Delegates to the Convention and Friends: and Fellow Workers

Our assemblying here to-day in the Third National Convention of the Brotherhood of Sleeping Car Porters is not only an epochal stage in the life of the Pullman porter, but a significant land-mark in the history and struggles of the Negro workers in America. Much water has run under the bridge since the militant band of Pullman porters, in New York City, August 25, 1925, unfurled ~~its~~ their banner in the battle of the workers for economic justice.

When the Brotherhood was born, it was an inevitable response to the age-old cry of man for freedom and justice. It was a revolt against deep, flagrant and undescribable wrongs perpetrated upon the Pullman porters by a ruthless and powerful industrial autocracy, The Pullman Company. It was a protest against starvation wages, inhuman hours of work, a tooth and claw jungle-type of working rules, against a Simon Le-Gree, whipping boss industrial paternalism. It was a demand that free men no longer be compelled to rely upon public charity in the form of tips for the maintenance of themselves and family. Porters in 1925 only received a meagre wage of Sixty-five Dollars and Fifty Cents, ($65.50), per month, ~~and~~ for which eleven (11,000) thousand miles of road service, or nearly four (400) hundred hours work time was and which is an heartless exaction of the Pullman monopoly.

A voice in the determination of rules governing conditions of work was unknown to the Pullman porter. He was gagged and bound, hand and foot, by the Plan of Employee Representation, and adroit and subtle relic of slavery, sugar-coated by a euphonious name designed to take in the naive, credulous and gullible porters and public. This iniquitous system of economic servitude had an alluring facade of emotional, recreational, beneficial, of the sick and death benefit variety, and a specious racial advancement set-up that chloroformed many well-meaning but misguided men and women in the Pullman service as well as the general public. The Pullman Porters Benefit Association of America was an appeal to the Negro psychology of fraternalism, while it also served as a breeding ground for swarms of stool-pigeons, under-cover ~~men~~ and welfare men, opprobriously alluded to by porters as "Farewell Men". The use of porters in quartetts to sing on the cars and at various affairs for the commercial benefit of The Pullman Company, also flattered the Negroes' reputed gift for song, while capturing men in the Pullman web of "Company Men". Field-days, honor-rolls, the Pullman News, the use of Abraham Lincoln's son, Robert Todd Lincoln, as President, the deposit of funds of the P.B.B.A. in the Binga State Bank, the presentation of the so-called big Negroes to the Company union and P.B.B.A. Conventions to lull the porters with honeyed oratory, into a false sense of security, the appearance of the head Pullman officials at these conventions and their declarations to the porters that they should stick to the Pullman one big family and stop chasing after false gods, were the handiwork of clever Pullman industrial psyshiatrists and expert public relations and efficiency men, designed to keep the porters confused and reliant upon everything except their own power which comes thru self-organization.

But the porters had an instinctive suspicion, at least, wellnigh instinctive, born out of oppression and exploitation, of the Pullman Greeks bearing gifts, and they followed, to the tune of six or more thousands, the prophets of Labor Organization. Experience had taught them how stale and unprofitable were the professions and promises of Pullman preachments, and hence they listened with cynical skepticism and doubt.

Porters Before U.S. Mediation Board.

....

Because of the rapid rise of the wrath of the porters against the bondage of Pullman planism, a majority of the porters and maids were soon enlisted in the ranks of the Brotherhood of Sleeping Car Porters, and in 1928, M.P. Webster, 1st Vice President, and A. Philip Randolph, National President, met with the Mediator, Edwin P. Morrow, in the Congress Hotel, in Chicago, to seek the adjustment of the case of the Brotherhood for recognition and the negotiation of an agreement, concerning wages and rules governing working conditions, with The Pullman Company. But the Railway Labor Act which set up the Mediation Board, lacked the power to effect the settlement of disputes, relating to representation, between the managements of Carriers and their employees. Hence, L.S. Hungerford, General Manager, contended that there was no dispute between the Brotherhood of Sleeping Car Porters and the Pullman Company, and flatly refused to meet the Brotherhood's representatives. When Mediator Morrow suggested the arbitration of the question as to whether a dispute existed, Mr. Hungerford replied in the grand manner of feudal monarchs, "There is nothing to arbitrate".

Brotherhood Seeks Service of I.C.C.

....

Failing to secure the redress of the economic wrongs of the porters thru the United States Mediation Board, the Brotherhood, thru Henry T. Hunt, now Chief Counsel for P.W.A. with the collaberation of Donald R. Richberg, now Counsel to N.R.A., and virtual Assistant President, sought the intercession of the Interstate Commerce Commission, in the form of an examination of the Pullman financial structure, as an indirect force, in the interest of a wage increase and recognition of the Brotherhood. The Board's decision, however, maintained that this was a labor question and fell under the jurisdiction of another arm of the government, namely, the United States Mediation Board, to which we had already gone but without favorable results.

Strike Call in 1928.

....

Faced by the utter helplessness and hopelessness of the Brotherhood under the Railway Labor Act of 1926, by the leadership a dramatic announcement for a nation-wide strike of Pullman porters and maids, was made for June 6, 1928. Like An Electric spark, the porters, Pullman and the public, were stirred and aroused, and interest in the porters' fight shot up to fever heat. But the machinery and finance for the execution of an effective nation-wide stoppage of work, were lacking. Conditions, therefore, dictated the postpone-ment of the strike. William Green, President of the American Federation of Labor, whose cooperation was sought in the crisis, corrobrated the view point of Brotherhood officials that a successful strike maneuver was impossible, and counselled the employment of the weapons of education and agitation and organization for public enlightenment and organizational strength.

Though the strike was postponed, like strikes of thousands of other organizations have been postponed in the past, the call, perse, gave the Pullman porter a new sense of his power and industrial importance, while also, for the first time, presenting to the public, in dramatic form, the problems of the porters. For the first time in American industrial history, the grievances of a group of Black workers hit the front pages of every great newspaper in America. Frightened and amazed, the Pullman Company out-layed funds, trenching hard upon a million, in mobilizing scab porters, facilities for their eating and sleeping in the yards, and private police, confidence men, gunmen and plug-uglies, hoping to prevent or break this industrial disaster.

Brotherhood Joins A.F. of L.

....

With the postponement of the sensational strike call, the Brotherhood launched into an intensive country-wide organization campaign. As a phase of this campaign, it took out Federal Charters of affiliation in the American Federation of Labor. At the conventions of the A.F. of L., following the granting of charters of affiliation by the Executive Council, delegates of the Brotherhood, appeared and told the story of Pullman oppression of the porters and maids, on the floor, and secured the adoption of resolutions condemning the despotic economic policies of the Pullman financial and industrial hierarchy.

For the first time in labor history, the President to the American Federation of Labor, appeared in New York and Chicago, under the auspices of the Brotherhood, and addressed huge audiences of Negro workers, urging the Pullman porters to organize in the Brotherhood, and advising all Negro workers to join hands with the American Federation of Labor.

Injunction Against Pullman Plan Sought.

....

Meanwhile, the Brotherhood of Railway Clerks had won an injunction against the Association of Railway Clerks, a Company Union, on the Texas and New Orleans Railroad, and the decision handed down by Judge Hutchinson in the District Court of Texas, was confirmed and upheld by the Circuit Court of Appeals of New Orleans, and finally by the United States Supreme Court. In the light of this far reaching and significant decision on the rights of labor to self-organization and the selection and designation of its own representatives without interference, intimidation or coercion, the Brotherhood filed a Petition in the District Court of Northern Illinois for an Injunction for the elimination of the Plan of Employee Representation. Our fight for the legal sanction of the right to organize a union for, by and of the porters, went thru many diverse stages. Judge J.E. Woodard, denied ourPetition for a restraining order against the holding of a Plan Election. Great difficulties in holding the Organization intact, were encountered by the long delay in the case coming to a hearing. The next appearance of the Brotherhood in Court on this case, was challenged by the Pullman Company on the grounds that it lacked the power to sue. George E.Q. Johnson, Federal Judge, before whom the argument was made, over-ruled the contention of The Pullman Company. The case finally reverted to the Court of Judge Woodard, ~~for~~ an adverse decision was handed down against the Brotherhood, saying, in effect that the Plan of Employee Representation, strangely enough, was not a Company union. It may not be amiss to add, in this connection, that this same Judge Woodard met with impeachment at the hands of the judiciary committee of the House of Representatives of the 73rd Congress.

The Emergency Railroad Transportation Act, 1933.

....

During the while, the greatest depression in the history of the nation had come upon the people. Mr. Franklin D. Roosevelt had been raised to the Presidency, and forthwith, caused to be enacted the National Recovery Act, in which clause 7a, provided for the free and untrammeled right of self-organization of wage earners without intimidation, coercion or interference, to the end of effecting strong collective bargaining machinery, so that the workers may build the economic strength adequately to enable them to raise their purchasing power by securing wage increases, and reduce their working hours. Under clause 7a, millions of workers have been organized into the Trade Union movement. Only thru the workers'own effort was this Organization for collective bargaining made possible.

The National Recovery Act, however, did not relate to railroad workers. For them there was enacted the Emergency Railroad Transportation Act of 1932. This Act embraced provisions that definitely out-lawed the company union. Heartened and encouraged by the ERTA because of its definite provisions insuring representations to railway employees upon a basis of the majority principle, Brother M.P. Webster, 1st Vice President and myself conferred with Joseph B. Eastman, Coordinator of Federal Transportation in reference to the adjustment of the case of the Brotherhood of Sleeping Car Porters with the Pullman Company. But to our amazement and surprise, Mr. Eastman contended that the Pullman porters neither came under ERTA or NRA, abbreviations for the Emergency Railroad Transportation Act and the National Recovery Act. Porters did not come under the former, said he, because the Pullman Company is not a carrier by railroad, and they did not come under the latter because it was a carrier. He added that the remedy of the Brotherhood of Sleeping Car Porters lay in the Amendment of the Act. Forthwith, the services of Senator C.C. Dill, Chairman Committee on Interstate and Foreign Commerce for the purpose of having him introduce a bill to amend ERTA for the inclusion of The Pullman Company and porters. Immediately Senator Dill drafted and introduced Senate Bill #2411 to meet the aforementioned conditions. Meanwhile, realizing that the Emergency Railroad Transportation Act had only the life of a year, the Railroad Unions, together with the Brotherhood of Sleeping Car Porters, sought to have the Railway Labor Act of 1926 amended so as to embrace all of the beneficent labor provisions of ERTA. The Bill was drafted by Coordinator Joseph B. Eastman, with the cooperation and advice of various railroad labor officials and railroad Company Presidents as well as Senators and Congressmen.

This Bill was suppose to meet of the needs of the railroad workers including Pullman porters, but upon examination by the representative of the Brotherhood, it was discovered that the Sleeping Car Porters were again left out. The Dining Car Employees were also left out. Straightway, the Brotherhood representative drafted an amendment to the Bill, presented and defended it at the hearings before the Senate Committee on Interstate and Foreign Commerce and successfully secured its acceptance by the Committee which placed the Sleeping Car Porters and Dining Car Employees upon a basis of equality in the law with all other railway employees, such as engineers, firemen, train conductors, trainmen, Sleeping Car Conductors, etc.

Nation-wide Organization Campaign By Randolph and Webster

....

Following the passage of the Amendment to the Railway Labor Act of 1926 by the 73rd Congress, M.P. Webster and myself embarked upon a country-wide organization drive which took us to the Coast and thru the Middle West, including the twin cities of Minnesota, Oakland and Los Angeles, California, Denver, Omaha, Kansas City, Mo., St. Louis, Mo., Cincinnati, Pittsburgh, Boston, Washington, and Philadelphia. Brother Bennie Smith, 2nd Vice President, joined us in Cincinnati and Pittsburgh, districts of his zone. He carried the Organization drive into Louisville, Cleveland, Indianapolis, Columbus and Buffalo.

In the latter part of 1933, Brother Webster, under trying circumstances, had made a cross-country trip to bolster up Brotherhood locals, that under the deadening stress of the depth of the depression, were rapidly losing their grip, and slipping into utter inactivity. This trip bore valuable fruit, and the spirit of the men felt the urge to carry on once again.

Brotherhood Delegates at the A.F. of L. Convention in San Francisco.

....

At one stage of this cross-country trip Brother Webster and myself, we together with Brother C.L. Dellums, 4th Vice President, attended the 53rd Annual Convention of the American Federation of Labor in San Francisco. As result of the efforts of the Brotherhood delegates, five (5) Resolutions were introduced and three (3) were adopted as a whole, and one in part. They included: (1) Costigan-Wagner Anti-Lynching Bill, which placed the powerful American Federation of Labor back of this measure. President William Green has since written your President that the Federation would use all of its force to the end of securing the passage of this Bill. This is the first time the A.F. of L. ever went on record backing an Anti-Lynching measure and it is the result of the fight of the Brotherhood's delegate. (2) A Resolution condemning wage differentials for Negro workers. (3) A Resolution demanding the expulsion of all national and international unions with a color clause in their constitution and rituals. (4) A Resolution requesting that an International Charter for the Brotherhood of Sleeping Car Porters. (5) A Resolution requesting the appointment of a Negro General Organizer by the A.F. of L. Therefore, you see, my dear delegates, and fellow-workers that the Brotherhood is not only fighting the battles of the Sleeping Car Porters but for Black workers thruout the entire nation.

Pullman Conductors Demand Jurisdiction Over Porters.

....

With a bit of astonishing presumption, Pullman Conductors, who carefully ignored the Organization of Pullman porters since they were organized, covering some seventeen (17) or more years, petitioned the Executive Council of the A.F. of L. for jurisdiction over Sleeping Car Porters on the grounds that the porters, by running-in-charge were taking their jobs, and that it was unsound trade union practice for two Organizations on the same cars to negotiate agreements with the same Company concerning rates of pay and working conditions. These allegations are made in the face of the facts that porters are running-in-charge because of economic conditions which no jurisdictional juggling can change, and that they have been running-in-charge before the Conductors' Union was ever born, and that two Organizations, namely the engineers and firemen, in the same engine cabin, negotiate agreements with the same Carrier, relating to wages and rules governing working conditions.

Aside from the apparent fallacies of the Sleeping Car Conductors position, the Brotherhood of Sleeping Car Porters, is also cognigant of the fact that the Sleeping Car Conductors Union is saturated with race prejudice, as shown by a clause in its constitution barring Negroes from membership in the Union. Thus, Brothers Webster, Dellums and myself, in a conference with Mr. Warfield, President of the Order of Sleeping Car Conductors, and the Secretary of his Union, held by Frank Morrison, Secretary of the A.F. of L., at the request of President William Green, in the Hotel ____________________, in San Francisco, told Mr. Warfield and his associate and Frank Morrison, after Mr. Warfield had presented his proposition for taking over Sleeping Car Porters for certain tax from the porters, that we would not even discuss the question of the Brotherhood surrendering jurisdiction over Sleeping Car Porters.

Following this conference a hearing on the question was held by the Executive Council at the close of the Convention of the A.F. of L. Your President presented the case for the Brotherhood and Mr. Warfield for the conductors. The Council awarded the jurisdiction over the porters to the Pullman Conductors. When this fact came to the attention of your President, he immediately wired and wrote William Green, demanding an appeal from the decision of the Council to the next session of the Executive Council, which would be composed of more and new members, and finally to the next convention of the A.F. of L.

William Green acknowledged receipt of demand for appeal and granted same. Hence, a hearing on the appeal will be held by the Executive Council in Washington where it meets January 28th. It is the intention of the Brotherhood to have its representatives, Brother Webster and myself, appear to present the Brotherhood's case, if possible. It is the desire of the Brotherhood of Sleeping Car Porters to remain in the Federation. But if the Executive Council and the A.F. of L. Convention uphold the right of jurisdiction of the Order of Sleeping Car Conductors over Sleeping Car Porters, the Brotherhood will have no other honorable alternative before it, but to withdraw from the A.F. of L. Nine (9) years of suffering and sacrifice, which has brought us to the verge of victory, is too high a price to pay, and then to give over our movement of militant warriors to a group of pacifist conductors who never fought for their union, merely because of their desire to strengthen their Organization of some nine hundred (900) members by riding on the backs of nine (9000) thousand porters. The surrender of the porters by the Brotherhood to the Conductors or any other organization would spell certain spiritual and moral death to our great cause, and the demoralization and set back of the movement and spirit to organize Black workers in America, time out of mind.

Present Status of Brotherhood's Case.

.....

After nine (9) years of unexampled struggle, the Brotherhood has reached the point where it has filed an application with the National Mediation Board to secure its services to step in and settle the question of representation. The application was made January 7th, following the appearance of Brother Webster and myself before the Board for a preliminary hearing on the case. January 9th the Board replied that one of its members, Hon. Carmody, had been assigned to institute the investigation of the Brotherhood's case. He will come into the National Headquarters of the Brotherhood at some convenient time and examine the Brotherhood's evidence and claim to the right to represent the porters in the making and maintaining of agreements with The Pullman Company. If the Brotherhood's evidence is conclusive, the Board will order The Pullman Company to recognize our Union. If it is not, as result of the Pullman Porters and Maids Protective Association, having more Brotherhood men signed up with them, than we estimate, the Board will declare an election for the porters to vote for the Organization they wish to represent them. May I say, my dear delegates and fellow-workers, that the Brotherhood has no fear as to the ultimate out-come, as we are certain to win which ever procedure is employed for the determination of representation. We will, however, insist that this question of the right to represent the porters be settled upon a basis of authorization cards possessed by the respective Organizations and the financial support directly received from the porters by the said Organizations.

When we have settled the question of representation and secured recognition, the Brotherhood will then proceed to the writing of an agreement with The Pullman Company on wages and rules governing working conditions. To do this job well, the Brotherhood is now causing an economic survey to be built up by professional economists, headed by Dr. Edward Berman of the University of Illinois. To carry out this program, together with settling the wage question and hourage problem, which may be assigned to an Arbitration Board by the National Mediation Board, the Five, ($5.00) Dollar, tax was levied upon the membership.

Five, ($5.00) Dollar Assessment Tax.

....

As a result of the call for tax, the details of which, Brother

Ashley L. Totten, National Sec'y-Treas., will give you, approximately Twenty-five ($2500.00) Hundred Dollars, to-date, has been raised. This by no means is adequate. Thus, it is important that we double our efforts to secure a response from the men in the payment of this tax.

Pullman Porters and Maids Protective Association

....

In a discussion of the problems of the Pullman porters, it is pertinent that a word be said about the Pullman Porters and Maids Protective Association, which is a movement, Company union in ~~the~~ structure and purpose, of mush-room growth, obviously fostered by the Pullman Company. Briefly, it is an attempt to perpetuate the Plan of Employee Representation, and remain within the law. It is being conducted by the same men that carried on the Plan, and in its literature, the Plan of Representation, is frankly hailed as a good form of organization. It is doubtful that any large number of porters are joining this movement, which boasts of its low dues of Twenty-five (25¢) Cents a month, and a dollar joining fee. The rankest kind of intimidation is being resorted to by the agents of this movement to get the porters signed up with this bogus out-fit, such as threatening porters with the loss of their jobs if they don't join the Protective Association, and also claiming to assure porters of regular work if they desert the Brotherhood. The Brotherhood will challenge the right of the Pullman Porters Protective Association to be heard at all before the National Mediation Board on the grounds that it is a violation of the provisions of the Amendment to the Railway Labor Act.

Recommendations

....

Briefly, may I recommend to this splendid and representative convention of Pullman porters that:

1. The Brotherhood refuse to surrender jurisdiction over the Pullman porters to the Order of Sleeping Car Conductors.

2. The Brotherhood withdraw from the American Federation of Labor in the event that jurisdiction over Sleeping Car Porters granted the Order of Sleeping Car Conductors by the Executive Council in San Francisco is upheld by the next session of the Executive Council and the next convention of the A.F. of L.

3. The Brotherhood hold a National Negro Conference meet in Chicago, sometime in the late Spring or Summer so that public opinion in general, with porters and Negro workers in particular, may be stirred and reawakened to the grave necessity of the development

of Labor Organization among Negroes, and the vital importance of Negro workers joining hands with their White brothers in the organized labor movement to develop more economic power to fight for economic and social justice.

4. The Brotherhood also cause to be held Regional National Negro Labor Conferences in New York, Washington, Boston, Pittsburgh, Cleveland, Cincinnati, Detroit, St. Louis, the twin cities of Minnesota, Kansas City, Missouri, Omaha, Denver, Los Angeles and Oakland, so soon as a comprehensive program for these conferences can be developed and executed.

5. Your President and M.P. Webster, 1st Vice President, and Chairman of the General Executive Board, be deputed and authorized, as a Committee, to proceed with efforts to execute the program for the securing of recognition from The Pullman Company and an agreement concerning rates of pay and rules governing working conditions.

6. This Committee, at the time for the negotiation of an agreement, shall create an Agreement Committee, composed of the National Officers, together with other representatives including Brother Jack Mills, because of his long experience and understanding of Pullman psychology and the mechanism and technique of agreement negotiation. Brother Frank Boyd represents highly able~~d~~ and capable material, because of his fight for the right of porters to organize and his handling of grievances in the twin cities of Minnesota, to be included on such a Committee.

7. The officials, National and Local, of the Brotherhood of Sleeping Car Porters, surrender all claims to unpaid salaries that have accumulated these nine (9) years. This request and recommendation is made not because it is morally justified, since Brotherhood officials are just as entitled to their pay as a Pullman porter in the service is entitled to his from The Pullman Company, but because of business expediences, since the payment of these back salaries will impose upon the Brotherhood a financial burden which is too great for it to bear.

Twenty-five Thousand, ($25,000.) Dollar Fund

8. The Brotherhood of Sleeping Car Porters depute and authorize Brother Webster and myself to plan a nation-wide campaign for raising Twenty-five Thousand, ($25000.) Dollars, by securing the payment of the assessment tax. This campaign may include both correspondence, literature and meetings with the porters in different districts of the country. The expense of this campaign, I am confident, will be fully justified by the results.

9. The Brotherhood shall demand and insist upon the payment of this Five, ($5.00) Dollar assessment tax by every Pullman porter before he shall be considered in good standing, even if it is after victory is won.

The purpose of this fund is to expedite the entire program to secure recognition, and an agreement. The residue, if any, to provide the needs of an offensive and defensive action policies to protect the interest of the porters from Pullman efforts to disrupt the Brotherhood and to aid the cause of the [illegible] black workers.

10. The Brotherhood of Sleeping Car Porters, in Convention assembled, emphasize thru amendments of the Constitution, the National and centralized character of our movement in order that, it may conform to the provisions of the Railway Labor Act as amended by the 73rd Congress, and that it may avoid the pitfalls and quick-sand that come from the false stressing of local autonomy. All railroad Labor Organizations possess a highly national and centralized form, since they are dealing with highly national and centralized industrial and financial corporations. For the Brotherhood to adopt any other structure and policy, since it is face to face with the most highly centralized and national railroad corporation in America, in The Pullman Company, is to invite suicide.

one for all and all for one—United we stand and divided we fall—

11. All salaries of National officials be paid by the National Secretary-Treas., at times that may be set by the General Executive Board. after approval—

12. All funds, from men and according as ~~a~~ the quota in dues apportionment may be allocated, be sent to the National Secretary-Treas., at the National Headquarters, with proper provision for the financial maintenance of the local and regional units, except funds that are raised from other activities such as dances, etc.

13. The Brotherhood of Sleeping Car Porters go on record as supporting Legislation for Unemployment Insurance, such as the Lundeen Bill now before Congress, the Federal Child Labor Law, the Costigan-Wagner Anti-Lynching Bill, Widows Pensions, Old Age Pension, Socialized Medicine, Municipal Housing, Municipal, State and Federal Operation of Power Utilities, Freedom of the Scottsboro Boys, Tom Mooney, and all class war prisoners, opposition to Fascism, which destroys Labor Organizations and all civil and political liberty, the Abolition of War, the Expulsion of all National and International Unions by the American Federation of Labor with Color clauses in their constitutions and color pledges in their rituals, the development of Industrial Unionism as a means of organizing workers in mass production, the perpetuation of Clause 7a in Federal Legislation to insure the right of collective bargaining to the workers, and the building of an American Labor Party which will provide an opportunity for the workers to mobilize their strength on the political field so that they will not vote for their enemies at the ballot box whom they fight on the industrial field with their Union.

That the Black Worker be revived and published as the official organ of the Brotherhood

Forward, onward, upward, the future belongs to the organized and enlightened Black and White workers of America and the world.

Organization Campaign

In the South, too, despite its forbidding environment as result of unfavorable race relations, the Brotherhood has carried the fight to the enemy. Brother C.L. Dellums, 4th Vice President, made a successful and constructive campaign through all of the districts of Texas, also touching New Orleans, which has tended to reawaken the porters, giving them a new hope and Brother B.F. McLaurin, discharged porter and graduate of Brookwood Labor College of New York, has carried the message of the Brotherhood to Richmond and Norfolk, Va., Ashville, N.C., Birmingham, Alabama, Memphis, Nashville, and Chattanooga, Tenn., Atlanta, Augusta and Savanah, Ga., and Jacksonville, Fla.

Organizing machinery of the Brotherhood has been set up in all of these districts.

I want to commend, from the bottom of my heart, the ability, courage, honesty and spirit of self-sacrifice of the officials, national and local, of the Brotherhood. No movement in America or any where else can boast of men of finer and nobler character. Brother M.P. Webster, Ashley L. Totten, Bennie Smith, E.J. Bradley, C.L. Dellums, have stood like giant oaks in a storm of adversity, with the loyal and militant cooperation and support of our stalwart local officials and representatives such as Brothers S. Watson, Frank Boyd, W.B. Holland, John Darby, Campbell of Kelly Foster New Orleans, McNeal of St. Louis, B.F. McLaurin, George Clark, T. Murrell, Jack Mills, Ernest Smith and the noblest Roman of them all, Brother Puckett of Chicago.

And permit me to pay my respects to that brilliant band of unselfish discharged porters who placed upon the altar of sacrifice their all in the form of their jobs, in order that our great cause for economic justice, the right of free men to organize and choose their own representatives, may go on from conquering to conquer. They fell in the battle to save their comrades and to advance the fight of the Brotherhood. May we, who are here, fight on that their supreme sacrifice may not have been made in vain.

Let us also express my deep gratitude for those devoted porters who are still in the service and who fought behind the battle lines and sometime in the fron-line trenches, supplying, as best they could, ammunition in the form of dues and assessments to keep the army of battling black warriors in the field. Just a handful stood the test in most of the districts in the country. They with their discharged comrades and their officials, held with bull-dog tenacity to the slogans, "A quitter never wins and a winner never quits and he who would be free must himself strike the blow, Never say die, Forward to victory - fight or be slaves, Labor conquers all things," and at the end of our eventful and hectic days of struggle in this old world, upon the stage of action, we can lie down ~~live~~, and cry out with a clear conscience, we fought a good fight and kept the faith, and though shorne of this world's goods, we shall go down with that priceless jewell, a good name and a record of unselfish service to cause of freedom for the workers of all races, creed, nationalities and a higher humanity.

Convention

President Randolph's Third National Report to the Brotherhood of Sleeping Car Porters.

Delegates to the Convention and Friends:-

Our assemblying here to-day in the Third National Convention of the Brotherhood of Sleeping Car Porters is not only an epochal stage in the life of the Pullman porter, but a significant land-mark in the history and struggles of the Negro workers in America. Much water has run under the bridge since the militant band of Pullman porters, in New York City, August 25, 1925, unfurled its banner in the battle of the workers for economic justice.

When the Brotherhood was born, it was an inevitable response to the age-old cry of man for freedom and justice. It was revolt against deep, flagrant and undescribable wrongs perpetrated upon the Pullman porters by a ruthless and powerful industrial autocracy, The Pullman Company. It was a protest against starvation wages, inhuman hours of work, a tooth and claw jungle-type of working rules, against a Simon Le Gree, whipping boss industrial paternalism. It was a demand that free men no longer be compelled to rely upon public charity in the form of tips for the maintenance of themselves and family. Porters in 1925 only received a meagre wage of Sixty-five Dollars and Fifty Cents, ($65.50), per month, and eleven (11,000) thousand miles of road service, or nearly four (400) hundred hours work time was a heartless exaction of the Pullman manopoly.

A voice in the determination of rules governing conditions of work was unknown to the Pullman porter. He was gagged and bound, hand and foot, by the Plan of Employee Representation, and adroit and subtle relect of slavery, sugar-coated by a euphoneous name designed to take in the naive, credulous and gullable porters and public. This iniquitous system of economic servitude had an alluring facade of emotional, recreational, beneficial, of the sick and death benefit variety, and specious racial advancement set-up that chloroformed many well-meaning but misguided men and women in the Pullman service as well as the general public. The Pullman Porters Benefit Association of America was an appeal to the Negro psychology of fraternalism, while it also served as a breeding ground for swarms of stool-pigeons, under-cover men and welfare men, opprobriously alluded to by porters as "Farewell Men". The use of porters in quartetts to sing on the cars and at various affairs for the commercial benefit of The Pullman Company, also flattered the Negroes' reputed gift for song, while capturing men in the Pullman web of "Company Men". Field-days, honor-rolls, the Pullman News, the use of Abraham Lincoln's son, Robert Todd Lincoln, as President, deposit of funds of the P.B.B.A. in the Binga State Bank, the presentation of the so-called big Negroes to the Company union and P.B.B.A. Conventions to lull the porters with honeyed oratory, into a false sense of security, the appearance of the head Pullman officials at these conventions and their declarations to the porters that they should stick to the Pullman one big family and stop chasing after false gods, were the handy work of clever Pullman industrial psychiatrists and expert public relations and efficiency men, designed to keep the porters confused and reliant upon everything except their own power which comes thru self-organization.

But the porters had an instinctive suspicion, at least, wellnigh instinctive, born out of oppression and exploidation, of the Pullman Greeks bearing gifts, and they followed, to the tune of six or more thousands, the prophets of Labor Organization. Experience had taught them how stale and unprofitable were the professions and promises of Pullman preachments, and hence they listened with cynical skepticism and doubt.

Porters Before U.S. Mediation Board.

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Because of the rapid rise of the wrath of the porters against the bondage of Pullman planism, a majority of the porters and maids were soon enlisted in the ranks of the Brotherhood of Sleeping Car Porters, and in 1928, M.P. Webster, 1st Vice President, and A. Philip Randolph, National President, met with the Mediator, Edwin P. Morrow, in the Congress Hotel, in Chicago, to seek the adjustment of the case of the Brotherhood for recognition and the negotiation of an agreement, concerning wages and rules governing working conditions, with The Pullman Company. But the Railway Labor Act which set up the Mediation Board, lacked the power to effect the settlement of disputes, relating to representation, between the managements of Carriers and their employees. Hence, L.S. Hungerford, General Manager, contended that there was no dispute between the Brotherhood of Sleeping Car Porters and the Pullman Company, and flatly refused to meet the Brotherhood's representatives. When Mediator Morrow suggested the arbitration of the question as to whether a dispute existed, Mr. Hungerford replied in the grand manner of feudal monarchs, "There is nothing to arbitrate".

Brotherhood Seeks Service of I.C.C.

....

Failing to secure the redress of the economic wrongs of the porters thru the United States Mediation Board, the Brotherhood, thru Henry T. Hunt, now Chief Counsel for P.W.A. with the collaberation of Donald R. Richberg, now Counsel to N.R.A., and virtual Assistant President, sought the intercession of the Interstate Commerce Commission, in the form of an examination of the Pullman financial structure, as an indirect force, in the interest of a wage increase and recognition of the Brotherhood. The Board's decision, however, maintained that this was a labor question and fell under the jurisdiction of another arm of government, namely, the United States Mediation Board, to which we had already gone but without favorable results.

Strike Call in 1928.

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Faced by the utter helplessness and hopelessness of the Brotherhood under the Railway Labor Act of 1926, a dramatic announcement for a nation-wide strike of Pullman porters and maids, was made for June 6, 1928. Like in Electric spark, the porters, Pullman and the public, were stirred and aroused, and interest in the porters' fight shot up to fever heat. But the machinery and finance for the execution of an effective nation-wide stoppage of work, were lacking. Conditions, therefore, dictated the postpone-ment of the strike. William Green, President of the American Federation of Labor, whose cooperation was sought in the crisis, corrobrated the view point of Brotherhood officials that a successful strike maneuver was impossible, and counselled the employment of the weapons of education and agitation and organization for public enlightenment and organizational strength.

Though the strike was postponed, like thousands of other organizations have been postponed in the past, the call, per se, gave the Pullman porter a new sense of his power and industrial importance, while also, for the first time, presenting to the public, in dramatic form, the problems of the porters. For the first time in American industrial history, the grievances of a group of Black workers hit the front pages of every great newspaper in America. Frightened and amazed, the Pullman Company out-layed funds, trenching hard upon a million, in mobilizing scab porters, facilities for their eating and sleeping in the yards, and private prolease, confidence men, gunmen and plug-uglies, hoping to prevent or break this industrial disaster.

Brotherhood Joins A.F. of L.

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With the postponement of the sensational strike call, the Brotherhood launched into an intensive country-wide organization campaign. As a phase of this campaign, it took out Federal Charters of affiliation in the American Federation of Labor. At the conventions of the A.F. of L., following the granting of charters of affiliation by the Executive Council, delegates of the Brotherhood, appeared and told the story of Pullman oppression of the porters and maids, on the floor, and secured the adoption of resolutions condemning the despotic economic policies of the Pullman financial and industrial hierarchy.

For the first time in labor history, the President to the American Federation of Labor, appeared in New York and Chicago, under the auspices of the Brotherhood, and address hugh audiences of Negro workers, urging the Pullman porters to organize in the Brotherhood, and advising all Negro workers to join hands with the American Federation of Labor.

Injunction Against Pullman Plan Sought.

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Meanwhile, the Brotherhood of Railway Clerks had won an injunction against the Association of Railway Clerks, a Company Union on the Texas and New Orleans Railroad, and the decision handed down by Judge Hutchinson in the District Court of Texas, was confirmed and upheld by the Circuit Court of Appeals of New Orleans, and finally by the United States Supreme Court. In the light of this far reaching and significant decision on the rights of labor to self-organization and the selection and designation of its own representatives without interference, intimidation or coercion, the Brotherhood filed a Petition in the District Court of Northern Illinois for an Injunction for the elimination of the Plan of Employee Representation. Our fight for legal sanction of the right to organize a union for, by and of the porters, went thru many diverse stages. Judge J.E. Woodard, denied ourPetition for a restraining order against the holding of a Plan Election. Great difficulties in holding the Organization intact, were encountered by the long delay in the case coming to a hearing. The next appearance of the Brotherhood in Court on this case was challenged by the Pullman Company on the grounds that it lacked the power to sue. George E.Q. Johnson, Federal Judge, before whom the argument was made, over-ruled the contention of The Pullman Company. The case finally reverted to the Court of Judge Woodard for an adverse decision was handed down against the Brotherhood, saying, in effect that the Plan of Employee Representation, strangely enough, was not a Company union. It may not be amiss to add in this connection that this same Judge Woodard met with impeachment at the hands of the judiciary committee of the House of Representatives of the 73rd Congress.

The Emergency Railroad Transportation Act, 1933.

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During the while, the greatest depression in the history of the nation had come upon the people. Mr. Franklin D. Roosevelt had been raised to Presidency, and forthwith, caused to be enacted the National Recovery Act, in which clause 7a, provided for the free and untrammeled right of self-organization of wage earners without intimidation, coercion or interference, to the end of effecting strong collective bargaining machinery, so that the workers may build the economic strength adequately to enable them to raise their purchasing power by securing wage increases, and reduce their working hours. Under Clause 7a, millions of workers have been organized into the Trade Union movement. Only thru the workers' own effort was this Organization for collective bargaining made possible.

The National Recovery Act, however, did not relate to railroad workers. For them there was enacted the Emergency Railroad Transportation Act of 1932. This Act embraced provisions that definitely out-lawed the company union. Heartened and encouraged by the ERTA because of its definite provisions insuring representations to railway employees upon a basis of the majority principle, Brother M.P. Webster, 1st Vice President and myself conferred with Joseph B. Eastman, Coordinator of Federal Transportation in reference to the adjustment of the case of the Brotherhood of Sleeping Car Porters with the Pullman Company. But to our amazement and surprise, Mr. Eastman contended that the Pullman porters neither came under ERTA or NRA, abbreviations for the Emergency Railroad Transportation Act and the National Recovery Act. Porters did not come under the former, said he, because the Pullman Company is not a carrier by railroad, and they did not come under the latter because it was a carrier. He added that the remedy of the Brotherhood of Sleeping Car Porters lay in the Amendment of the Act. Forthwith, the services of Senator C.C. Dill, Chairman Committee on Interstate and Foreign Commerce for the purpose of having him introduce a bill to amend ERTA for the inclusion of The Pullman Company and porters. Immediately Senator Dill drafted and introduced Senate Bill #2411 to meet the aforementioned conditions. Meanwhile, realizing that the Emergency Railroad Transportation Act had only the life of a year, the Railroad Unions, together with the Brotherhood of Sleeping Car Porters, sought to have the Railway Labor Act of 1926 amended so as to embrace all of the beneficient labor provisions of ERTA. The Bill was drafted by Coordinator Joseph B. Eastman, with the cooperation and advice of various railroad labor officials and railroad Company Presidents as well as Senators and Congressmen.

This Bill was suppose to meet of the needs of the railroad workers including Pullman porters, but upon examination by the representative of the Brotherhood, it was discovered that the Sleeping Car Porters were again left out. The Dining Car Employees were also left out. Straightway, the Brotherhood representative drafted an amendment to the Bill, presented and defended it at the hearings before the Senate Committee on Interstate and Foreign Commerce and successfully secured its acceptance by the Committee which placed the Sleeping Car Porters and Dining Car Employees upon a basis of equality in the law with all other railway employees, such as engineers, firemen, train conductors, trainmen, Sleeping Car Conductors, etc.

Nation-wide Organization Campaign By Randolph and Webster

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Following the passage of the Amendment to the Railway Labor Act of 1926 by the 73rd Congress, M.P. Webster and myself embarked upon a country-wide organization drive which took us to the Coast and thru the Middle West, including the twin cities of Minnesota, Oakland and Los Angeles, California, Denver, Omaha, Kansas City, Mo., St. Louis, Mo., Cincinnati, Pittsburgh, Boston, Washington, and Philadelphia. Brother Bennie Smith, 2nd Vice President, joined us in Cincinnati and Pittsburgh, districts of his zone. He carried the Organization drive into Louisville, Cleveland, Indianapolis, Columbus and Buffalo.

In the latter part of 1933, Brother Webster, under trying circumstances, had made a cross-country trip to bolster up Brotherhood locals, that under the deadening stress of the depth of the depression, were rapidly losing their grip, and slipping into utter inactivity. This trip bore valuable fruit, and the spirit of the men felt the urge to carry on once again.

Brotherhood Delegates at the A.F. of L. Convention in San Francisco.

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At one stage of this cross-country trip Brother Webster and myself, we together with Brother C.L. Dellums, 4th Vice President, attended the 53rd Annual Convention of the American Federation of Labor in San Francisco. As result of the efforts of the Brotherhood delegates, five (5) Resolutions were introduced and three (3) were adopted as a whole, and one in part. They included: (1) Costigan-Wagner Anti-Lynching Bill, which placed the powerful American Federation of Labor back of this measure. President William Green has since written your President that the Federation would use all of its force to the end of securing the passage of this Bill. This is the first time the A.F. of L. ever went on record backing an Anti-Lynching measure and it is the result of the fight of the Brotherhood's delegate. (2) A Resolution condemning wage differentials for Negro workers. (3) A Resolution demanding the expulsion of all national and international unions with a color clause in their constitution and rituals. (4) A Resolution requesting that an International Charter for the Brotherhood of Sleeping Car Porters. (5) A Resolution requesting the appointment of a Negro General Organizer by the A.F. of L. Therefore, you see, my dear delegates, and fellow-workers that the Brotherhood is not only fighting the battles of the Sleeping Car Porters but for Black workers thruout the entire nation.

Pullman Conductors Demand Jurisdiction Over Porters.

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With a bit of astonishing presumption, Pullman Conductors, who carefully ignored the Organization of Pullman porters since they were organized, covering some seventeen (17) or more years, petitioned the Executive Council of the A.F. of L. for jurisdiction over Sleeping Car Porters on the grounds that the porters, by running-in-charge were taking their jobs, and that it was unsound trade union practice for two Organizations on the same cars to negotiate agreements with the same Company concerning rates of pay and working conditions. These allegations are made in the face of the facts that porters are running-in-charge because of economic conditions which no jurisdictional juggling can change, and that they have been running-in-charge before the Conductors' Union was ever born, and that two Organizations, namely the engineers and firemen, in the same engine cabin, negotiate agreements with the same Carrier, relating to wages and rules governing working conditions.

Aside from the apparent fallacies of the Sleeping Car Conductors position, the Brotherhood of Sleeping Car Porters, is also cognizant of the fact that the Sleeping Car Conductors Union is saturated with race prejudice, as shown by a clause in its constitution barring Negroes from membership in the Union. Thus, Brothers Webster, Dellums and myself, in a conference with Mr. Warfield, President of the Order of Sleeping Car Conductors, and the Secretary of his Union, held by Frank Morrison, Secretary of the A.F. of L., at the request of President William Green, in the Hotel ____________________, in San Francisco, told Mr. Warfield and his associate and Frank Morrison, after Mr. Warfield had presented his proposition for taking over Sleeping Car Porters for certain tax from the porters, that we would not even discuss the question of the Brotherhood surrendering jurisdiction over Sleeping Car Porters.

Following this conference a hearing on the question was held by the Executive Council at the close of the Convention of the A.F. of L. Your President presented the case for the Brotherhood and Mr. Warfield for the conductors. The Council awarded the jurisdiction over the porters to the Pullman Conductors. When this fact came to the attention of your President, he immediately wired and wrote William Green, demanding an appeal from the decision of the Council to the next session of the Executive Council, which would be composed of more and new members, and finally to the next convention of the A.F. of L.

William Green acknowledged receipt of demand for appeal and granted same. Hence, a hearing on the appeal will be held by the Executive Council in Washington where it meets January 28th. It is the intention of the Brotherhood to have its representatives, Brother Webster and myself, appear to present the Brotherhood's case, if possible. It is the desire of the Brotherhood of Sleeping Car Porters to remain in the Federation. But if the Executive Council and the A.F. of L. Convention uphold the right of jurisdiction of the Order of Sleeping Car Conductors over Sleeping Car Porters, the Brotherhood will have no other honorable alternative before it, but to withdraw from the A.F. of L. Nine (9) years of suffering and sacrifice, which has brought us to the verge of victory, is too high a price to pay, and then to give over our movement of militant warriors to a group of pacifist conductors who never fought for their union, merely because of their desire to strengthen their Organization of some nine hundred (900) members by riding on the backs of nine (9000) thousand porters. The surrender of the porters by the Brotherhood to the Conductors or any other organization would spell certain spiritual and moral death to our great cause, and the demoralization and set back of the movement and spirit to organize Black workers in America, time out of mind.

Present Status of Brotherhood's Case.

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After nine (9) years of unexampled struggle, the Brotherhood has reached the point where it has filed an application with the National Mediation Board to secure its services to step in and settle the question of representation. The application was made January 7th, following the appearance of Brother Webster and myself before the Board for a preliminary hearing on the case. January 9th the Board replied that one of its members, Hon. Carmody, had been assigned to institute the investigation of the Brotherhood's case. He will come into the National Headquarters of the Brotherhood at some convenient time and examine the Brotherhood's evidence and claim to the right to represent the porters in the making and maintaining of agreements with The Pullman Company. If the Brotherhood's evidence is conclusive, the Board will order The Pullman Company to recognize our Union. If it is not, as result of the Pullman Porters and Maids Protective Association, having more Brotherhood men signed up with them, than we estimate, the Board will declare an election for the porters to vote for the Organization they wish to represent them. May I say, my dear delegates and fellow-workers, that the Brotherhood has no fear as to the ultimate out-come, as we are certain to win which ever procedure is employed for the determination of representation. We will, however, insist that this question of the right to represent the porters be settled upon a basis of authorization cards possessed by the respective Organizations and the financial support directly received from the porters by the said Organizations.

When we have settled the question of representation and secured recognition, the Brotherhood will then proceed to the writing of an agreement with The Pullman Company on wages and rules governing working conditions. To do this job well, the Brotherhood is now causing an economic survey to be built up by professional economists, headed by Dr. Edward Berman of the University of Illinois. To carry out this program, together with settling the wage question and hourage problem, which may be assigned to an Arbitration Board by the National Mediation Board, the Five, ($5.00) Dollar, tax was levied upon the membership.

Five, ($5.00) Dollar Assessment Tax.

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As a result of the call for tax, the details of which, Brother

Ashley L. Totten, National Sec'y-Treas., will give you, approximately Twenty-five ($2500.00) Hundred Dollars, to-date, has been raised. This by no means is adequate. Thus, it is important that we double our efforts to secure a response from the men in the payment of this tax.

Pullman Porters and Maids Protective Association

....

In a discussion of the problems of the Pullman porters, it is pertinent that a word be said about the Pullman Porters and Maids Protective Association, which is a movement, Company union in ~~the~~ structure and purpose, of mush-room growth, obviously fostered by the Pullman Company. Briefly, it is an attempt to perpetuate the Plan of Employee Representation, and remain within the law! It is being conducted by the same men that carried on the Plan, and in its literature, the Plan of Representation, is frankly hailed as a good form of organization. It is doubtful that any large number of porters are joining this movement, which boasts of its low dues of Twenty-five (25¢) Cents a month, and a dollar joining fee. The rankest kind of intimidation is being resorted to by the agents of this movement to get the porters signed up with this bogus out-fit, such as threatening porters with the loss of their jobs if they don't join the Protective Association, and also claiming to assure porters of regular work if they desert the Brotherhood. The Brotherhood will challenge the right of the Pullman Porters Protective Association to be heard at all before the National Mediation Board on the grounds that it is a violation of the provisions of the Amendment to the Railway Labor Act.

Recommendations

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Briefly, may I recommend to this splendid and representative convention of Pullman porters that:

1. The Brotherhood refuse to surrender jurisdiction over the Pullman porters to the Order of Sleeping Car Conductors.

2. The Brotherhood withdraw from the American Federation of Labor in the event that jurisdiction over Sleeping Car Porters granted the Order of Sleeping Car Conductors by the Executive Council in San Francisco is upheld by the next session of the Executive Council and the next convention of the A.F. of L.

3. The Brotherhood hold a National Negro Conference meet in Chicago, sometime in the late Spring or Summer so that public opinion in general, with porters and Negro workers in particular, may be stirred and reawakened to the grave necessity of the development

of Labor Organization among Negroes, and the vital importance of Negro workers joining hands with their White brothers in the organized labor movement to develop more economic power to fight for economic and social justice.

4. The Brotherhood also cause to be held Regional National Negro Labor Conferences in New York, Washington, Boston, Pittsburgh, Cleveland, Cincinnati, Detroit, St. Louis; the twin cities of Minnesota, Kansas City, Missouri, Omaha, Denver, Los Angeles and Oakland, so soon as a comprehensive program for these conferences can be developed and executed.

5. Your President and M.P. Webster, 1st Vice President, and Chairman of the General Executive Board, be deputed and authorized, as a Committee, to proceed with efforts to execute the program for the securing of recognition from The Pullman Company and an agreement concerning rates of pay and rules governing working conditions.

6. This Committee, at the time for the negotiation of an agreement, shall create an Agreement Committee, composed of the National Officers, together with other representatives including Brother Jack Mills, because of his long experience and understanding of Pullman psychology and the mechanism and technique of agreement negotiation. Brother Frank Boyd represents highly abled and capable material, because of his fight for the right of porters to organize and his handling of grievances in the twin cities of Minnesota, to be included on such a Committee.

7. The officials, National and Local, of the Brotherhood of Sleeping Car Porters, surrender all claims to unpaid salaries that have accumulated these nine (9) years. This request and recommendation is made not because it is morally justified, since Brotherhood officials are just as entitled to their pay as a Pullman porter in the service is entitled to his from The Pullman Company, but because of business expediences, since the payment of these back salaries will impose upon the Brotherhood a financial burden which is too great for it to bear.

Twenty-five Thousand, ($25,000.) Dollar Fund

8. The Brotherhood of Sleeping Car Porters depute and authorize Brother Webster and myself to plan a nation-wide campaign for raising Twenty-five Thousand, ($25000.) Dollars, by securing the payment of the assessment tax. This campaign may include both correspondence, literature and meetings with the porters in different districts of the country. The expense of this campaign, I am confident, will be fully justified by the results.

9. The Brotherhood shall demand and insist upon the payment of this Five, ($5.00) Dollar assessment tax by every Pullman porter before he shall be considered in good standing, even if it is after victory is won.

10. The Brotherhood of Sleeping Car Porters, in Convention assembled, emphasize thru amendments of the Constitution, the National and centralized character of our movement in order that, it may conform to the provisions of the Railway Labor Act as amended by the 73rd Congress, and that it may avoid the pitfalls and quick-sand that come from the false stressing of local autonomy. All railroad Labor Organizations possess a highly national and centralized form, since they are dealing with highly national and centralized industrial and financial corporations. For the Brotherhood to adopt any other structure and policy, since it is face to face with the most highly centralized and national railroad corporation in America, in The Pullman Company, is to invite suicide.

11. All salaries of National officials be paid by the National Secretary-Treas., at times that may be set by the General Executive Board.

12. All funds, according as a quota in dues apportionment, may be allocated, be sent to the National Secretary-Treas., at the National Headquarters, with proper provision for the financial maintenance of the local and regional units.

13. The Brotherhood of Sleeping Car Porters go on record as supporting Legislation for Unemployment Insurance, such as the Lundeen Bill now before Congress, the Federal Child Labor Law, the Costigan-Wagner Anti-Lynching Bill, Widows Pensions, Old Age Pension, Socialized Medicine, Municipal Housing, Municipal, State and Federal Operation of Power Utilities, Freedom of the Scottsboro Boys, Tom Mooney, and all class war prisoners, opposition to Fascism, which destroys Labor Organizations and all civil and political liberty, the Abolition of War, the Expulsion of all National and International Unions by the American Federation of Labor with Color clauses in their constitutions and color pledges in their rituals, the development of Industrial Unionism as a means of organizing workers in mass production, the perpetuation of Clause 7a in Federal Legislation to insure the right of collective bargaining to the workers, and the building of an American Labor Party which will provide an opportunity for the workers to mobilize their strength on the political field so that they will not vote for their enemies at the ballot box whom they fight on the industrial field with their Union.

Forward, onward, upward, the future belongs to the organized and enlightened Black and White workers of America and the world.

Organization Campaign

In the South, too, despite its forbidding environment as result of unfavorable race relations, the Brotherhood has carried the fight to the enemy. Brother C.L. Dellums, 4th Vice President, made a successful and constructive campaign through all of the districts of Texas, also touching New Orleans, which has tended to reawaken the porters, giving them a new hope and Brother B.F. McLaurin, discharged porter and graduate of Brookwood Labor College of New York, has carried the message of the Brotherhood to Richmond and Norfolk, Va., Ashville, N.C., Birmingham, Alabama, Memphis, Nashville, and Chattanooga, Tenn., Atlanta, Augusta and Savanah, Ga., and Jacksonville, Fla.

Organizing machinery of the Brotherhood has been set up in all of these districts.

I want to commend, from the bottom of my heart, the ability, courage, honesty and spirit of self-sacrifice of the officials, national and local, of the Brotherhood. No movement in America or any where else can boast of men of finer and nobler character. Brother M.P. Webster, Ashley L. Totten, Bennie Smith, L.J. Bradley, C.L. Dellums, have stood like giant oaks in a storm of adversity, with the loyal and militant cooperation and support of our stalwart local officials and representatives such as Brothers S. Watson, Frank Boyd, W.B. Holland, John Darby, Campbell of New Orleans, McNeal of St. Louis, B.F. McLaurin, George Clark, T. Murrell, Jack Mills, Ernest Smith and the noblest Roman of them all, Brother Puckett of Chicago.

And permit me to pay my respects to that brilliant band of unselfish discharged porters who placed upon the altar of sacrifice their all in the form of their jobs, in order that our great cause for economic justice, the right of free men to organize and choose their own representatives, may go on from conquering to conquer. They fell in the battle to save their comrades and to advance the fight of the Brotherhood. May we, who are here, fight on that their supreme sacrifice may not have been made in vain.

Let us also express my deep gratitude for those devoted porters who are still in the service and who fought behind the battle lines and sometime in the fron-line trenches, supplying, as best they could, ammunition in the form of dues and assessments to keep the army of battling black warriors in the field. Just a handful stood the test in most of the districts in the country. They with their discharged comrades and their officials, held with bull-dog tenacity to the slogans, "A quitter never wins and a winner never quits and he who would be free must himself strike the blow, Never say die, Forward to victory - fight or be slaves, Labor conquers all things," and at the end of our eventful and hectic days of struggle in this old world, upon the stage of action, we can live, and cry out with a clear conscience, we fought a good fight and kept the faith, and though shorne of this world's goods, we shall go down with that priceless jewell, a good name and a record of unselfish service to cause of freedom for the workers of all races, creed, nationalities an higher humanity.

ASA PHILIP. RANDOLPH

SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS
International Executive Board
Minutes

1951-53

(1)

Minutes of Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois
May 14 - 16, 1951

AGENDA

May 14, 1951

1. Opening by Chairman M. P. Webster.

2. Invocation by Brother Thomas Patterson.

3. Roll Call.

   Present: A. Philip Randolph, International President
   Ashley L. Totten, Int'l. Secretary-Treasurer
   M. P. Webster, 1st Int'l. Vice-President
   Bennie Smith, 2nd Int'l. Vice-President
   E. J. Bradley, 3rd Int'l. Vice-President
   C. L. Dellums, 4th Int'l. Vice-President
   Thomas Patterson, Eastern Zone Supervisor
   A. R. Dailey
   G. C. Garran
   J. C. Mills
   Henry Yates

4. Minutes of previous meeting.

5. Status of the International Executive Board in the Brotherhood and failure on the part of the Officials to follow orders and instructions from the International Executive Board.

6. Resolution for ~~Mr.~~ the late Brother James Bell, Sr.

7. Vacancies on the International Executive Board created by the passing of Brother J. R. Benoit and Brother James Bell, Sr.

8. ✓ Transference of runs from one district to another.

9. Extra-Curricular matters.

10. Donation to the National Farm Labor Union.

11. Porters carrying bags through cars not on platform.

12. Request of the Ada S. McKinley Community House for a donation.

AGENDA - Cont'd.

13. Request of the Chicago, Burlington & Quincy dining car waiters for affiliation with the Brotherhood of Sleeping Car Porters.

14. Question of handling union stenographers in the Brotherhood Office in Los Angeles.

15. Request of the Los Angeles Division for a loan from the International Organization.

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May 15, 1951

Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, Int'l. Secretary-Treasurer
M. P. Webster, 1st Int'l. Vice President
Bennie Smith, 2nd Int'l. Vice President
E. J. Bradley, 3rd Int'l. Vice President
C. L. Dellums, 4th Int'l. Vice President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
J. C. Mills
Henry Yates
James A. Martin

16. The report of the Budget Committee on Finances. (Copy attached)

17. Donation to the Negro College Fund.

18. Donation to the NAACP.

19. Donation to Bethune-Cookman College.

20. Proposed change in Rule 50 of the Pullman Agreement. (Copy attached)

21. Union Shop Contracts.

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AGENDA - Cont'd.

May 16, 1951

Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, Int'l. Secretary-Treasurer
M. P. Webster, 1st Int'l. Vice-President
•Bennie Smith, 2nd Int'l. Vice-President
E. J. Bradley, 3rd Int'l. Vice-President
C. L. Dellums, 4th Int'l. Vice-President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
J. C. Mills
Henry Yates
James A. Martin

22. Pullman attendants doing kitchen work.

23. International Vice Presidents visiting districts.

24. C. S. Bellow's Claim.

25. Check off under the Union Shop Contract.

26. C & O Porters Beds.

27. G. I. Joining Fee.

28. Unfinancial Members

29. Handling the linen used by sick passengers.

30. Railway Labor Executives Association.

31. Mr. Randolph on the A. F. of L. Council.

32. Investment of funds in bonds and securities.

33. Investment of funds in Series E Government Bonds.

34. Letter from Sister Rosina Tucker, International Secretary-Treasurer Ladies Auxiliary, BSCP. (Copy of letter attached)

35. Retirement Fund for Seven International Officers and Field Organizers.

36. Successor to Brother E. J. Bradley, 3rd International Vice President, St. Louis Zone.

AGENDA - Cont'd.

37. Seniority of Brother C. L. Dellums.

38. Convention City.

39. Next meeting of the International Executive Board.

40. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

May 14 - 15, 1951

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Report of Proceedings

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May 14, 1951

1, 2, 3, and 4, Inclusive.

The International Executive Board of the Brotherhood of Sleeping Car Porters convened in Chicago, Illinois, in the Board Room in the Chicago Division Headquarters at 12:00 Noon, May 14, 1951. The meeting was opened by Chairman Milton P. Webster and Thomas Patterson was the Secretary. Prayer was rendered by Brother Thomas Patterson. The roll was called, and all members were present. The reading of the minutes of the last meeting was waived by common consent. The order of business continued as follows:

5. Status of the International Executive Board in the Brotherhood and failure on the part of the Officials to follow orders and instructions from the International Executive Board.

The Chairman of the Executive Board raised the question of the status of the International Executive Board in the Brotherhood and the failure on the part of the Officials to follow the orders and instructions issued by the International Executive Board. In elaborating on this situation, the Chairman of the Board pointed out that there appeared to be a tendency not to carry out the instructions handed down in the various meetings of the Board. He specifically pointed out some seven or eight instances wherein instructions had been issued by the Board, but up to the present time no attempt had been made to carry them out. A general discussion was had by the members of the Board on the matter in which the question was raised as to the time element involved, which was one of the reasons why these instructions had not been carried out. But the position of the Chairman of the Board remained the same as originally contended. He stated that he felt that enough consideration had not been given to the instructions given out by the Board and urged that the Board take some action to see that in the future these instructions were carried out more in the way they were given.

Before any motion was made, International President Randolph had the following to say: "There is no one more concerned in complying with the policies of the Board than the International President because I wrote the Constitution setting forth the policy of the Board, and I fully appreciate the value and significance of the Board to the Brotherhood of Sleeping Car porters, or a Board of this nature to any organization which has problems comparable to the ones that the Brotherhood possesses. So I am in full agreement with this action being taken because it provides the latitude of discretion from the point of view of time, which is an important element in the execution of these orders and instructions."

It was moved by Brother Bennie Smith and duly seconded that the instructions of the International Executive Board must be adhered to as expediently as conditions permit. The motion was passed unanimously.

6. Resolution for ~~Mr.~~ Brother James Bell, Sr., Deceased

Brother Randolph suggested that a Resolution should be written for Brother James Bell, Sr., because Brother Bell had made a great contribution to the Brotherhood of Sleeping Car Porters, being one of the founders of the Los Angeles Division and having worked diligently and tirelessly throughout the 25 years or more, giving the best years of his life to make this Organization great.

By common consent it was moved that Brother Randolph write up a Resolution in connection with Brother James Bell, Sr.

7. Vacancies on the International Executive Board created by the passing of Brother J. R. Benoit and Brother James Bell, Sr.

It was moved by Brother Bradley and seconded by Brother Mills that the two vacancies on the International Executive Board formerly occupied by Brother J. R. Benoit and Brother James Bell, Sr., be filled. The motion was carried unanimously.

The First International Vice President suggested the name of James A. Martin to the International President to fill the place occupied by Brother J. R. Benoit on the International Executive Board. Then International President Randolph stated as follows: "On the basis of the recommendation of the First International Vice President, M. P. Webster, that Brother J. A. Martin be named as a member of the International Executive Board to fill the vacancy of Brother J. R. Benoit, I hereby as International President of the Brotherhood of Sleeping Car Porters appoint Brother James A. Martin as a member of the International Executive Board to fill the vacancy of Brother J. R. Benoit."

It was moved by Brother Dellums and seconded by Brother B. Smith that the appointment of Brother James A. Martin to the International Executive Board be ratified by the International Executive Board. The motion was passed unanimously.

The 4th International Vice President, C. L. Dellums, suggested the name of Brother James White of Los Angeles to International President Randolph to fill the place occupied by Brother James Bell, Sr., on the International Executive Board. International President Randolph then made the following appointment: "I, as International President of the Brotherhood of Sleeping Car Porters, appoint Brother James White to the International Executive Board to fill the vacancy left by Brother James Bell, Sr."

It was moved by Brother Dellums and seconded by Brother B. Smith that the appointment of Brother James White to the International Executive Board be ratified by the International Executive Board. The motion was passed unanimously.

8. Transference of runs from one District to another.

The members of the Board discussed the question of runs being transferred from one District to another District quite extensively. It was moved by Brother Dellums and seconded that no fixed rule or pattern could be worked out in connection with this matter, and that each incident or complaint would be handled on its individual merit and in extreme cases the Organization would seek relief when possible. The motion was passed unanimously.

9. **Extra-Curricular matters.**

The members of the Board entered into a discussion on the question of how much further the Organization ought to go in handling extra-curricular matters. It was moved by Brother Dellums and duly seconded that a survey of this situation be made and the matter taken up at the next Board meeting.

10. **Donation to the National Farm Labor Union.**

It was moved by Brother Bradley and seconded by Brother Mills that the International Secretary-Treasurer be instructed to give to the National Farm Labor Union $50.00 per month for one year, and that the International President be instructed to so advise Brother Mitchell, President of the Farm Labor Union.

11. **Porters carrying bags through cars not on platform.**

It was the consensus of opinion that the question of porters carrying bags through seven or eight cars be taken up with The Pullman Company by the Organization to see what can be done in that respect. It was also the consensus of opinion that the question of passengers getting on the trains at the day coaches and the porters having to go through eight or nine cars to bring the baggage back be taken up with The Pullman Company. It was agreed by common consent that this action be taken.

12. **Request of the Ada S. McKinley Community House for a donation.**

It was moved by Brother Dellums and seconded that this matter be referred to the Chicago Local Division.

13. **Request of the Chicago, Burlington & Quincy dining car waiters for affiliation with the Brotherhood of Sleeping Car Porters.**

It was moved by Brother Dellums and seconded by Brother Bradley that the Burlington dining car waiters be advised that the Brotherhood of Sleeping Car Porters is not entering into the waiters' field at the present time. The motion was passed unanimously.

14. **Question of handling union stenographers in the Brotherhood Office in Los Angeles.**

It was agreed by common consent that the settling of the question of a union stenographer in the Brotherhood Office in Los Angeles be referred to the 4th International Vice President, C. L. Dellums, on the west coast.

15. **Request of the Los Angeles Division for a loan from the International Organization.**

It was moved by Brother Randolph and seconded that the Los Angeles Local Division be given a loan of $500.00 by the International Organization. The motion was passed unanimously.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., May 14, 1951.

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May 15, 1951

The International Executive Board of the Brotherhood of Sleeping Car Porters reconvened at 11:00 a.m., May 15, 1951. The meeting was opened with a prayer by Brother Patterson. The roll was called with all members present. Brother James A. Martin, the newly appointed member of the International Executive Board, sat in the meeting. It was agreed by common consent that before taking up the next item which appeared on the Agenda relative to donations, that the Board would hear the report of the Budget Committee.

16. **The report of the Budget Committee on Finances. (Copy attached)**

The report of the Budget Committee was read to the members of the International Executive Board. It was moved and seconded that before any action be taken on the report as a whole, that the report be taken up ad seratium.

(a) On the question of finances generally, it was moved and seconded that the report of the Budget Committee on that particular point be adopted. The motion was passed unanimously.

(b) On the question of that part of the Budget Committee's report under the caption "Loans Made by the New York Local Division", it was moved and seconded that the recommendation of the Budget Committee be adopted. The motion was passed unanimously.

(c) On the question of vacations for International Officers, the Budget Committee recommended that the vacation allowances for International Officers be systematized. Further recommending that all International Officers shall be given one month's vacation and one month's pay as a vacation allowance in addition to their regular salaries. All International Field Agents, Assistant Field Agents, and the Research Director be given three weeks' vacation and a vacation allowance equivalent to three weeks' pay in addition to their salaries. It was moved by Brother Randolph and seconded by Brother Bradley that this recommendation be adopted. The motion was passed unanimously.

(d) It was moved by Brother Totten and seconded by Brother Bradley that that section of the Budget Committee's report under the caption "Travel and Maintenance" be approved. The motion was passed unanimously.

(e) It was moved by Brother Patterson and seconded by Brother B. Smith that the recommendations made by the Budget Committee under the caption "The Black Worker" be adopted. The motion was passed unanimously.

(f) It was moved by Brother Dellums and seconded by Brother Bradley that that part of the Budget Committee's report on telephone and telegrams be adopted. The motion was passed unanimously.

(g) It was moved by Brother Randolph and seconded by Brother B. Smith that that part of the Budget Committee's report referring to Union Shop Contracts be adopted. The motion was passed unanimously.

(h) It was moved by Brother Randolph and seconded by Brother B. Smith that the Budget Committee's recommendation in their report on printing be adopted. The motion was passed unanimously.

(i) It was moved by Brother B. Smith and seconded by Brother Bradley that the last paragraph of the Budget Committee's report recommending that between the conclusion of this Board meeting and the next Board meeting, the Budget Committee make an analysis of the salaries and the operating expenses of the Organization, etc., be adopted. The motion was passed unanimously.

17. Donation to the Negro College Fund.

It was moved by Brother Dellums and duly seconded that the Brotherhood of Sleeping Car Porters make a donation of $1,000.00 to the Negro College Fund. Five members voted in favor of making the donation and seven members voted against it. The motion was not carried.

18. Donation to the NAACP

It was moved by Brother Dellums and seconded by Brother Randolph that $1,000.00 be donated to the NAACP. The motion was lost with seven members voting against the donation and four voting in favor of it.

19. Donation to Bethune-Cookman College.

It was moved by Brother Randolph and seconded by Brother Dellums that a donation of $1,000.00 be given to the Bethune-Cookman College Fund. The motion was not passed with six members voting against the donation and four in favor of the donation. Brother Patterson and Brother Dellums did not vote.

In connection with this item on the agenda, Brother Randolph stated that he was amazed that the Board should take the attitude that it has taken in denying support to these funds, and that the members of the Board should not take the attitude of advanced business concerns in their approach to questions that are the concern of all Negroes in their struggle for greater development. He further stated that he would present this matter to the next International Convention and leave it up to the membership to decide.

Brother Webster took exception to the statement made by Brother Randolph and stated that the Board was making an attempt to conserve the funds of the Organization in order that it may be in a position to handle the business of the Organization. He further stated that no organization has had a better record in assisting the underprivileged than the Brotherhood, and that the International Executive Board should not be censored for carrying out its duties in the way that the members considered would be most advantageous to the Organization. He further stated that in the uncertainty of the changing conditions in the labor movement and other movements, he felt that the building up of the treasury to meet emergencies that may arise at any time should be given great consideration.

20. Proposed change in Rule 50 of the Pullman Agreement. (Copy attached)

It was moved by Brother Dellums and seconded by Brother Dailey that the proposed change in Rule 50 of the Agreement between The Pullman Company and the Brotherhood of Sleeping Car Porters be referred to the Agreement Committee. The motion was carried unanimously.

21. Union Shop Contracts.

Brother Randolph appointed Brothers Webster, Totten, and Dellums to be on a subcommittee to handle the details regarding the application of the Union Shop. It was agreed that in dealing with the Pullman porters, the International Secretary-Treasurer would work with the First International Vice President regarding information about those who should be held out of service because of not meeting their obligations under the Union Shop Contract. The information to The Pullman Company must be handled exclusively by Brother M. P. Webster, 1st International Vice President.

As the Union Shop affects train porters and chair car attendants, this matter should be handled by the Zone Supervisor with the International Secretary-Treasurer in connection with those men who are not financial in the Organization. Any information in respect to holding men out of service because they did not comply with the regulation governing the Union Shop Agreement should be handled by the Zone Supervisor with the proper railroad representative.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., May 15, 1951.

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May 16, 1951

The International Executive Board of the Brotherhood of Sleeping Car Porters reconvened at 11:30 a.m., May 16, 1951. The roll was called with all members present, including Brother James A. Martin, newly appointed member of the International Executive Board. The order of business continued as follows:

22. Pullman attendants doing kitchen work.

It was agreed by common consent that the proposed change in Paragraph (f) of Rule 2, relative to the rates of pay for attendants who are not confined to the kitchen but are doing the work of cooks, be referred to the Agreement Committee. It was pointed out that the rule now governing attendants' pay for cooking requires that they must be confined solely to the kitchen. If it is considered necessary for men who are working on the outside and doing cooks' work to get a cook's pay, then a new rule would have to be written for that purpose.

23. International Vice Presidents visiting districts.

It was moved by Brother Dellums and seconded that the question of International Vice Presidents visiting districts be referred to the International President. The motion was passed unanimously.

24. C. S. Bellow's Claim.

It was agreed by common consent that the C. S. Bellow's Claim would be discussed with Mr. Leach, Assistant Vice President, The Pullman Company, on Friday, May 18, 1951. C. S. Bellows was employed as a bus boy in the Los Angeles District. He was in the armed forces at the time the Company discontinued the service of bus boys in that district. The bus boys were permitted to work as attendants, but since

Bellows was away in the service, he was not able to transfer to the attendants' roster until his return from the service. During that time, other bus boys were used as attendants from the Chicago District Commissary. Bellows claims that he should be given the same seniority date as those bus boys who transferred at the time when the Superintendent permitted them to transfer to the attendants' roster. By common consent to be discussed in conference with Pullman Company.

25. Check off under the Union Shop Contract.

By common consent it was agreed that the subject of the Check Off System would be held in abeyance, to be taken up at the next meeting of the International Executive Board.

26. C & O Porters Beds.

It was moved by International President Randolph and seconded by Brother B. Smith, in connection with the C&O Porters beds, that in view of the fact that it has been discovered that the C&O and other beds in light weight cars are objectionable, the Organization should gather additional data on the desirability of these beds, and call a conference with the Company to discuss the use of these beds for porters to take their rest. The motion was passed unanimously.

27. G. I. Joining Fee.

By common consent it was agreed that the G.I. Joining Fee be discontinued, and all men now joining the Organization must pay the full fee.

28. Unfinancial Members.

In connection with the question of unfinancial members joining and rejoining the Organization, it was agreed by common consent that the Union Shop Agreement would take care of that situation.

29. Handling the linen used by sick passengers.

It was agreed by common consent that the subject of handling the linen used by sick passengers would be the subject of a conference with The Pullman Company on Friday, May 18, 1951.

30. Railway Labor Executives Association.

By common consent it was decided that the Organization would not press any further for membership in the Railway Labor Executives Association at this time.

31. Mr. Randolph on the A. F. of L. Council.

Chairman Webster reported to the International Executive Board that an effort was made to get International President Randolph on the Executive Council of the A. F. of L. While he didn't get on the Council, yet many members of the Council were in favor of him and expressed the opinion that it was a good move. Then subsequently, Brother Randolph was selected by the A. F. of L. as a delegate to the IFCTU Convention in Milan, Italy.

32. Investment of funds in bonds and securities.

The Board received from Brother Randolph a suggestion about investing funds in some so-called Mutual Corporate Bonds. The Board agreed by common consent that it would not invest any money at the present time, but would give some thought to the matter, and if in the future the Organization had any funds to invest, the Board would be glad to consider it.

33. **Investment of funds in Series E Government Bonds.**

It was moved by Brother Totten and seconded by Brother Bradley that the Organization invest $100,000.00 in Series E Government Bonds. The motion was passed unanimously.

34. **Letter from Sister Rosina Tucker, International Secretary-Treasurer, Ladies Auxiliary, BSCP. (Copy of letter attached)**

Chairman Webster presented to the Board a letter of request from Sister Rosina Tucker for assistance from the Brotherhood to increase her salary and that of Sister Halena Wilson. It was moved by Brother Randolph and seconded by Brother Bradley that a $100.00 subsidy, which had been discontinued, be restored to the Ladies Auxiliary to be divided equally between Sister Wilson and Sister Tucker, raising their salaries to $120.00 and $100.00 per month respectively.

35. **Retirement Fund for Seven International Officers and Field Organizers.**

Brother Randolph presented a plan for retirement of seven International Officers after 65 years of age, who have been with the Organization for 25 years. This proposal was that a Trust Fund of $100,000.00 should be placed aside for that purpose. Brother E. J. Bradley who is now over 70 years of age and who will be retiring in July of this year will be the first to be considered. Three years salary will be also placed in a trust fund from which he would draw such amount as he requires. After three years, he would receive a monthly pension of $200.00 per month. Should he die before this pension is used up, his wife would become the beneficiary of this pension. If death occurs after three years, his wife will receive $100.00 per month pension. In the case of the other International Officers, the $100,000.00 stated above would be used as the case requires, and each International Officer on retirement would receive three years' salary, and after 3 years, a pension of $200. per month. Motion moved, seconded and approved.

In the case of Brother Jack Mills, who has been with the Organization for many years, it was agreed that a trust fund of $10,000.00 would be put aside for him and drawn on in accordance with a stipulated sum per month. At the death of Brother Mills, his wife would receive $100.00 per month. If he and his wife both should die, then the money reverts back to the Organization. It was moved by Brother Bradley and seconded by Brother Randolph that this be approved. Brother Dellums voted against the $10,000.00 trust fund for Brother Jack Mills.

Brother Ernest Smith on his retirement will be paid his regular salary for ten years. In the event of his death, the salary will be stopped. Moved, seconded and approved.

Copy of Pension Plan proposed by International President Randolph attached.

36. **Successor to Brother E. J. Bradley, 3rd International Vice President, St. Louis Zone.**

Brother Randolph suggested the appointment of Brother T. D. McNeal to succeed Brother E. J. Bradley when he retires on July 1, 1951. The motion to ratify this appointment was made by Brother Bradley and seconded by Brother Smith. This was agreed by common consent.

37. Seniority of Brother C. L. Dellums.

It was moved by Brother Totten and seconded by Brother Mills that in the application of seniority, Brother C. L. Dellums will be designated as the 3rd International Vice President and Brother T. D. McNeal will be designated as the 4th International Vice President. The motion was carried unanimously.

38. Convention City.

It was moved by Brother Randolph and seconded by Brother Totten that the next International Convention in 1953 be held in Los Angeles, California. Chairman Webster moved that the next International Convention in 1953 be held in St. Louis, Missouri. Five members of the Board voted against the Convention being held in Los Angeles, California, and six members of the Board voted in favor of the Convention being held in Los Angeles. The motion was carried. The motion to hold the Convention in St. Louis, Missouri was not carried.

39. Next meeting of the International Executive Board.

It was moved and seconded that the next meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters will be held in Chicago, Illinois on the first Monday in December, 1951.

40. Adjournment.

The meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at the Chicago Division Headquarters, Chicago, Illinois, May 14, 15, and 16, 1951, adjourned at 5:00 p.m., May 16, 1951.

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REPORT OF THE BUDGET COMMITTEE

The Budget Committee met at the International Headquarters in New York City on Monday, Tuesday, and Wednesday, May 7, 8, and 9, 1951. The entire Committee was present including M. P. Webster, T. T. Patterson, Ashely L. Totten, and C. L. Dellums. The Budget Committee begs leave to make the following report to the International Executive Board:

SURPLUS FUNDS

In analyzing the financial reports since the report of July 31, 1950, which was submitted to the International Convention, it develops that as of that report, a surplus of $33,703.42, that is over and above the previous Convention report, was on hand at that time. The report of October 31, 1950, showed a gain of $1,116.85. The report of January 31, 1951, showed a gain of $9,161.21. The report of April 30, 1951, showed a gain of $2,564.85.

During the period since July 31, 1950, up to and including the report of April 30, 1951, there were a series of surplusages and deficits, with a final surplus of $12,842.91 for the period from July 31, 1950, up to and including April 30, 1951. While the figures indicate that the Organization is making gains insofar as finances are concerned, yet the gains are very slight, all of which indicates that a very meticulous scrutiny must continue to be given to the finances of this Organization to the end that we will keep our expenditures within our income and develop the highest possible increase in our resources as possible.

The Committee finds also that the Twenty-Fifth Anniversary Convention which was held in New York City in September, 1951, ran into an extraordinary amount of expenditure to the tune of some $23,000.00, which contributed to some of the deficits involved. But the Committee also wishes to call your attention to the fact that within the period from September 30, 1950, up to and including April 30, 1951, a large amount of the $10.00 Annual Tax was received, all of which indicates that the Organization is top heavy with expenses.

LOANS MADE BY THE NEW YORK DIVISION

In the last report of the Budget Committee on the question of the New York Local Office, an analysis was made of the local deficit of the New York Division, pointing out that the only interest the Budget Committee had in certain deficits was the fact that it affected the International funds. It developed that the deficits of the New York Local Division were in some respects due to the fact that they had undertaken to go into the entertainment business on a rather extensive scale. Your particular attention is called to that section of the Budget Committee's report of September 8, 1950, on page 4, in reference to the Local Division, which reads as follows:

> "Further analysis of the New York Division's finances would indicate that the Local has a system of loaning money to the members. According to the Secretary-Treasurer, the Executive Board okays the loan, and the Secretary-Treasurer loans the money. There are presently outstanding loans of well over $1,000.00, some of which are as low as $10.00 and others as high as $600.00 or $700.00.

Among the recommendations made by the Budget Committee were the following:

> "The Committee therefore recommends that the President of the New York Local Division give closer scrutiny to the operation of the Local Division and that the Executive Board of the New York Division be instructed that they have no authority to loan out organization money to individuals, etc."

The Organization finds that the recommendations made by the Budget Committee, which were adopted by the International Executive Board, have not been carried out. The New York Local Division is still loaning money and has loaned money to individuals since the last report of the Budget Committee when they were instructed to discontinue that practice.

Therefore, the Budget Committee recommends that in light of the information relative to the Local Officers of the New York Division not carrying out the above-mentioned instructions, specific instructions be given to the President of the New York Local, to the Secretary-Treasurer of the New York Local, and to all the members of the New York Local Executive Board that the practice of loaning money to individuals be forthwith discontinued, particularly in view of the fact that the New York Division has a deficit of some $10,000.00 or $12,000.00, and it has no money to loan out to anybody.

VACATIONS FOR INTERNATIONAL OFFICERS

In scanning the finances of the Organization, the Budget Committee finds that in allowing vacations for International Officers, there is no systematic method in use. The method of allowing compensation for these vacations is rather haphazard. Therefore, the Budget Committee recommends that this session of the International Executive Board develop a systematic method of granting vacations to the International Officials, the International Field Organizers, and other employes of the Organization above the grade of clerks and stenographers.

TRAVEL AND MAINTENANCE

The monies expended for travel and maintenance is still considerably high. The Committee was not in a position, from a scrutiny of the money spent for travel and maintenance since its last meeting, to recommend any method whereby it might be cut down. However, there was general information that there were trips being made where railroad fare and maintenance was paid which could have been avoided.

The Budget Committee recommends that the International Executive Board instruct the International Secretary-Treasurer to draw up a form on which provisions should be made to obtain the following information.

(a) Name of officer making the trip.
(b) By whom the trip was authorized.
(c) Places between which the trip is to be made.
(d) Reasons for making the trip.
(e) Amount of railroad fare and Pullman fare necessary to make the trip.
(f) The number of days per diem necessary.
(g) Additional expenses.

This form is to be filled out by every officer and employe making trips, before the trip is made, and submitted to the International Secretary-Treasurer, except in cases of emergency trips, which cannot be anticipated. Then the form should be made out and turned in immediately upon the return of the person making the trip. However, an exception of this regulation will be made in the case of the International President.

THE BLACK WORKER

Brother Theodore Brown came before the Budget Committee and stated that it was his opinion that the Black Worker, if printed by a newspaper printer rather than by the present job printer, could be printed at a considerably cheaper price. The Budget Committee recommends that the International Executive Board instruct the International President and the International Secretary-Treasurer to advise the Managing Editor of the Black Worker to submit the Black Worker to a number of newspaper printers in the New York area for bids as to the cost of printing the paper. If, after such bids have been submitted, it develops that it can be printed at a substantial savings without in anyway interfering with its merits, then the contract for printing the Black Worker should be let to another printer.

TELEPHONE AND TELEGRAMS

The long distance telephone and telegram bills of the Brotherhood still amount to a considerable sum. The Committee recommends that the International Executive Board instruct all officers, who have occasion to use telephones and telegrams, to be unusually cautious in the future and not use telegrams where air mail special delivery letters will answer the purpose. The Budget Committee also recommends that a serious effort be made to try to reduce these expenditures.

PRINTING

In connection with printing, the Budget Committee calls your attention to the Budget Committee's report of September 8, 1950, as contained on page 7, which reads as follows:

> "Therefore, the Committee recommends that the International Officers in New York City in charge of the Headquarters be re-instructed that under no circumstances should any contract be let for printing without the matter clearing through the International Secretary-Treasurer, and the International Secretary-Treasurer should be advised of the price of the material as well as the quality before any printing contract is okayed."

From the information obtained by the Budget Committee in the International Headquarters, absolutely no attention has been paid to these instructions, and contracts for printing have been let by officers and employes in the New York Office without the International

Secretary-Treasurer knowing anything about it whatsoever until somebody presents him with a bill.

Therefore, the Committee recommends that the International Executive Board instruct the International President and the International Secretary-Treasurer, and all officers in the International Headquarters to issue specific instructions to all suborinate officers and employes that under no circumstances are they to let out contracts for printing without first clearing with the International Secretary-Treasurer. The Committee also recommends that in event any subordinate officer or employe lets out any printing contract without the knowledge and approval of the International Secretary-Treasurer, the International Secretary-Treasurer be instructed not to pay the bill and to send the bill, along with the name of the individual letting out the printing contract, to the International Executive Board for further action.

UNION SHOP CONTRACTS

The Budget Committee recommends that in view of the fact that the Union Shop Contracts are to be signed with The Pullman Company and all the carriers where we represent the employes, which may have the effect of changing our entire financial structure throughout the nation, a most careful, meticulous and extensive study be made of our finances as they are at the present, as it is anticipated they will be affected by the Union Shop Contracts, and at least within 60 days after the Union Shop Contracts have gone into effect that the Budget Committee meet and make this study so that the Committee will be prepared, if possible, to recommend to the next meeting of the International Executive Board such changes, extensions, or readjustments as may be necessary to harmonize our financial structure with such changes as will be brought about as a direct result of the Union Shop Contracts with The Pullman Company and other carriers.

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The Budget Committee finally recommends that between the conclusion of the next International Executive Board meeting and the one that is to follow, the Committee make an analysis of the salaries and the operating expenses of the Organization for the purpose of gathering information as to whether or not there are any expenditures that could be eliminated without interfering with the program of the Organization.

PROPOSED CHANGE IN RULE 50 OF PULLMAN AGREEMENT

HEARINGS: An employee shall not be disciplined, suspended or discharged without a hearing for violation of rules or dereliction of duty. He shall however, be held out of service for any violation or in fraction of the Union Shop Agreement until such time as he pays up all he may owe to his organization.

C
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P
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THE LADIES AUXILIARY
TO
THE BROTHERHOOD OF SLEEPING CAR PORTERS,
TRAIN, CHAIR CAR, COACH PORTERS AND ATTENDANTS

3456 S. State Street, 5th Floor, Chicago, Ill. - Victory 7124

May 9, 1951

Mr. Milton P. Webster, Chairman
International Executive Board BSCP,
3947 Drexel Boulevard,
Chicago 15, Illinois

Dear Brother Webster:

It was my intention to write you ere this, but the work coming into my office has been so heavy that I simply could not find the time until now to write you.

The purpose of my writing you is that you place before the International Board my request for an increase in salary. In 1938 when the Int'l. Auxiliary was set up the International paid $100.00 per month for the services of the President $60.00 and the Secy-Treas. $40.00. A few years later the Int'l. auxiliary gave the President and me each $10.00 making the president's salary $70.00 and mine $50.00. Out of the subsidy of $100.00 voted by the Brotherhood Board later, I was instructed to give Sister Wilson $30.00 and myself $25.00 and the remainder to go toward the auxiliary's expenses. So you see that neither of us at present is receiving the amount commensurate with the work done. When the subsidy was revoked, the Int'l. auxiliary then had to carry all of the expenses saving the original $100. given by the Brotherhood. This carriage has been very heavy for us and while funds coming in are a little more, to carry a larger salary load will be difficult at present.

I am calling your attention to the fact that Brother Tucker is retired with only the stated retirement coming in and that I can not know how many years I will be able to carry on, that I must be concerned not only with my present but with my future security. I am not asking you to give me an increase simply for the sake of giving, but I know that with the amount of work I have done, and have in this office to do, I have earned an increase and since this is a labor organization, which all of us have fought together to establish for better working conditions, shorter hours and more pay, certainly those who are actually doing the work should receive a living wage. With this in mind, I think that the least respectable amount offered me should be no less than $150.00 per month. Sister Wilson's husband is not retired which makes our two positions a little different, yet I think that she should have consideration also. May I expect the Board and all concerned to work out to completion this matter of salaries? Thanking you, I am

Fraternally,

/s/ Rosina C. Tucker
Rosina C. Tucker, Int'l. Secy-Treas.

PENSION PLAN PROPOSED BY A. PHILIP RANDOLPH

There shall be formulated and maintained a Pension Plan for the seven (7) International Officials who have served and affiliated with the Brotherhood of Sleeping Car Porters for twenty-five (25) years, more or less, and who shall have reached the age of 65 or more.

I

BASIS OF PLAN

The basis of the Plan shall consist of a Trust Fund of Government Bonds, or some other bonds or securities of comparable dependability, of $100,000.00, which shall be purchased by the Brotherhood of Sleeping Car Porters, in accordance with a recommendation of the International Executive Board, which shall be subject to ratification at the next Triennial Convention of the Organization.

II

BENEFITS OF PLAN

A. Each one of the Seven International Officials shall upon retirement, be paid at one time a sum of money which shall consist of three (3) years' salary, or a total income from the Brotherhood which is recognized as salary, less withholding tax.

B. Current Monthly Pension. At the end of the three (3) year period, following receipt of the three (3) years' salary, each one of the seven International Officials shall be paid a pension of Two Hundred Dollars ($200.00) a month until he dies.

C. Benefits to Wife. If one of the Seven International Officials should die following retirement, his wife shall receive One Hundred Dollars ($100.00) a month, unless she should marry, in which event said pension shall be discontinued.

D. If one of the International Officials should die before retirement, his pension consisting of three (3) years salary shall be paid to his wife, at one time, with the provision that the said funds or sum of his three (3) years' salary be set up in a Trust Fund out of which monthly withdrawals may be made by the wife not to exceed two-thirds of the official's monthly salary.

IV

ADMINISTRATION OF PENSION TO INTERNATIONAL OFFICIALS.

It shall be provided by the Brotherhood of Sleeping Car Porters that the sum of money, consisting of three (3) years' salary, which shall be paid to each one of the seven International Officials upon retirement, shall be set up into a Trust Fund, withdrawals from which, not to exceed two-thirds of his monthly salary, may be made by the said official, monthly.

Milton P. Webster, Chairman
Thomas T. Patterson, Secretary
Thomas T Patterson

Int'l Exec Bd

Minutes of Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois
December 3-5, 1951

-

AGENDA

December 3, 1951

1. Opening by Chairman M. P. Webster.

2. Invocation by Brother Thomas Patterson.

3. Roll Call.

   Present: A. Philip Randolph, International President
   Ashley L. Totten, Int'l. Secretary-Treasurer
   M. P. Webster, 1st Int'l. Vice-President
   Bennie Smith, 2nd Int'l. Vice-President
   C. L. Dellums, 3rd Int'l. Vice-President
   T. D. McNeal, 4th Int'l. Vice-President
   Thomas Patterson, Eastern Zone Supervisor
   A. R. Dailey
   G. C. Garran
   J. C. Mills
   James White
   James A. Martin

   Absent: Henry Yates

4. Minutes of previous meeting.

5. Buffet Shortages.

6. Report on the membership of the Brotherhood in the Railway Labor Executives Association.

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AGENDA - Cont'd.

December 4, 1951

Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, Int'l. Secretary-Treasurer
M. P. Webster, 1st Int'l. Vice-President
Bennie Smith, 2nd Int'l. Vice-President
C. L. Dellums, 3rd Int'l. Vice-President
T. D. McNeal, 4th Int'l. Vice-President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
J. C. Mills
James White
James A. Martin

Absent: Henry Yates

7. Report on the Atlantic Coast Line Railroad firing maids.
8. Temporary allocation of runs to divisions that are impoverished for runs.
9. Bible Society's request for right to have porters distribute tracts to passengers.
10. Retirement Plan submitted by a porter (Copy attached).
11. Railway Labor Executive Association's political League.
12. Request of sculptor to do the heads of the members of the International Board.
13. Salary adjustment of International Officers.
14. Funds advanced to the New Orleans Local Division by the International.
15. Per Diem for International Officers.
16. Request from New Orleans Grievance Committee.
17. Passes for porters.
18. Report of the Agreement Committee.
19. Testimonial Dinner for Frank Boyd.
20. Educational program to be initiated as result of the Union Shop Contract.

21. The Black Worker.

22. Printer.

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December 5, 1951

Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, Int'l. Secretary-Treasurer
M. P. Webster, 1st Int'l. Vice-President
Bennie Smith, 2nd Int'l. Vice-President
C. L. Dellums, 3rd Int'l. Vice-President
T. D. McNeal, 4th Int'l. Vice-President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
B. C. Garran
J. C. Mills
James White
James A. Martin

Absent: Henry Yates

23. Organization's policy on Union Shop negotiations for chair car attendants and train porters.

24. Report of Budget Committee. (Copy attached)

25. Reorganization of the Budget Committee and a clearer definition of its functions.

26. Funds for the Six Months' Educational Campaign.

27. Lawyers' Fees.

28. Selection of new Printer.

29. Pensions for International Officers. (Copy of report attached)

30. Loans made to the Los Angeles Division.

31. Liquidation of loan to Brother Bennie Smith.

32. "Get Well" Card for International President Halena Wilson.

33. Next meeting of the International Executive Board.

34. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

December 3-5, 1951

-

Report of Proceedings

-

December 3, 1951

1, 2, 3, and 4, Inclusive.

The International Executive Board of the Brotherhood of Sleeping Car Porters convened in Chicago, Illinois, in the Board Room in the Chicago Division Headquarters at 4:00 p.m., December 3, 1951. The meeting was opened by Chairman Milton P. Webster and Thomas Patterson was the Secretary. Prayer was rendered by Brother Thomas Patterson. The roll was called, and 12 members were present with Brother Henry Yates absent. The reading of the minutes of the last meeting was waived by common consent. The order of business continued as follows:

5. Buffet Shortages.

On the basis of the discussion of buffet car shortages, it was agreed by common consent of the Board that in instances where the attendant is charged with shortages and the investigation indicates that the circumstances do not warrant the attendant being held responsible, an individual complaint or grievance should be made out of the matter under the provisions of the rules in the Agreement, and each particular instance should be thrashed out to determine whether or not the attendant was short.

6. Report on the membership of the Brotherhood in the Railway Labor Executive Association.

International President Randolph made a report on the proceedings leading up to the entrance of the Brotherhood into the Railway Labor Executives Association, pointing out that it was a victory to force our way into this organization, and that we would probably benefit greatly because of our association among the top people in the railroad labor business. He further pointed out that there appeared to be a question of this association being quite expensive, and we already paying taxes which would result in some $12,000.00 per year. In addition to that we are required to pay $5,000.00 a year for participating in the selection of members on the Railroad Adjustment Board. The Board expressed its approval of the result of this victory and also expressed its thanks and appreciation to the International President and all those who helped to get us in this Railway Labor Executives Association.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 6:00 p.m., December 3, 1951.

* * * * * * * * *

December 4, 1951

The International Executive Board of the Brotherhood of Sleeping Car Porters reconvened at 1:00 p.m., December 4, 1951. The roll was called, and 12 members were present with Brother Henry Yates absent. The order of business continued as follows:

7. Report on the Atlantic Coast Line Railroad firing maids.

International President Randolph gave an exhaustive report of the action taken by the Atlantic Coast Line Railroad in dismissing all the maids employed on that road, pointing out that the wholesale dismissal was brought about because of the success of a claim filed for and in behalf of Gertrude Payne on the Atlantic Coast Line which involved some $1400.00 in cash, and if said ruling was applied to all maids, it would run up to some $16,000.00. Brother Randolph also pointed out that he had taken the matter up with the Railway Labor Executives Association and the A. F. of L., all of whom promised the utmost cooperation. Brother Randolph also pointed out that in the event either of these methods suggested did not produce the desired results, a publicity campaign would be carried on in the newspapers and other agencies to bring public pressure to bear on the Atlantic Coast Line in an effort to get these maids restored to the service. It was moved by Brother Randolph and seconded by Brother B. Smith that the Board go on record as approving the actions taken by International President Randolph. The motion was passed unanimously.

8. Temporary allocation of runs to divisions that are impoverished for runs.

An exhaustive discussion was participated in by the members of the Board, after which Brother Dellums moved that the members of the Board be instructed that any ideas they might have on some method of a more equitable distribution of runs be put in writing and submitted to the Agreement Committee, and that the negotiators be instructed to submit such to the Company at the next negotiation in order to see if they can give any help in working out a more equitable distribution of the work.

It was moved by Brother Randolph and duly seconded that the motion be amended as follows: In the meantime the Organization would follow the method it has followed in the past of giving consideration to any extreme condition with the view of giving temporary relief if at all possible.

The emended motion and the main motion were carried unanimously.

9. Bible Society's request for right to have porters distribute tracts to passengers.

It was moved by Brother Patterson and seconded by Brother B. Smith that International President Randolph be directed to send a communication to the Bible Society advising that the Board could not undertake the distribution of any literature on cars except that provided by the Company. While the Brotherhood was in sympathy with the objective, yet it would have to be done through the Company. The motion was passed unanimously.

10. Retirement Plan submitted by a porter. (Copy attached)

It was moved by Brother Randolph and seconded by Brother Dellums that the subject matter contained in the letter coming from Brother S. Jefferson was considered by the Board to be unacceptable and unworkable.

11. Railway Labor Executives Association's Political League.

It was moved by Brother Randolph and duly seconded that copies of this document be made and sent to each member of the International Executive Board for study and consideration to be taken up at the next International Executive Board meeting. The motion was unanimously carried.

12. Request of a sculptor to do the heads of the members of the International Board.

With reference to the communication submitted by Brother Randolph in connection with the sculpture of the heads of the members of the Board, it was moved by Brother Mills and seconded by Brother Randolph that the matter be laid on the table. The motion was passed unanimously.

13. Salary adjustment of International Officers.

The International Executive Board ruled that the International President should submit the consensus of the agreement on salaries to the International Officers and submit it to the Secretary of the Board as soon after this meeting as possible.

14. Funds advanced to the New Orleans Local Division by the International.

Brother Garran commented to the effect that money was advanced to the New Orleans Division by the Brotherhood to defray the expenses for the income tax fight for certain New Orleans porters. Brother Garran reported that there is now $360.00 in the Treasury of the New Orleans Division to apply to the funds advanced by the International Organization.

15. Per Diem for International Officers.

It was moved by Brother Dellums and seconded by Brother Randolph that the per diem of International Officers be $15.00 per day. The motion was carried unanimously.

16. Request from New Orleans Grievance Committee.

It was moved and seconded that the International Organization give $30.00 per month to the New Orleans Division. The motion was carried.

17. Passes for Porters.

By common consent it was agreed to continue our efforts to get passes for porters.

18. Report of the Agreement Committee.

It was agreed by common consent that Brother T. D. McNeal be placed on the Agreement Committee.

Brother Dellums reported that proposals for changes in the agreement had been drawn up and would be submitted to each member of the Board, and if there were any changes, suggestions or eliminations which might be desired, they should be submitted to the Agreement Committee. This report was approved by common consent.

19. Testimonial Dinner for Frank Boyd.

By common consent it was agreed that the action taken by the International President in connection with the Testimonial Dinner for Frank Boyd be approved, and that

$2,000.00 be remitted to Brother Frank Boyd and the funds raised by the Local be sent to the International Secretary-Treasurer.

20. Educational program to be initiated as result of the Union Shop Contract.

It was moved by Brother Randolph and seconded by Brother White that the six months educational campaign recommended by the Chairman of the Board, to be carried on in all districts for the first six months of 1952, be approved. The motion was passed unanimously.

21. The Black Worker.

Chairman Webster called attention to the fact that a recommendation was made in a previous Board meeting in regard to having Brother Theodore Brown shop around to determine whether or not the Black worker could be printed by a newspaper printer cheaper than it is presently being printed. The Board agreed by common consent that a report on this item be made by Brother Brown to the members of the Board by correspondence within the next 30 days.

22. Printer.

The question of replacing Mr. Rosenberg with another printer with the view of getting the work done as economically as possible and taking into consideration who would be the best printer was discussed by the members of the Board. It was moved by Brother Totten and seconded by Brother McNeal that the present printer, Mr. Rosenberg, be removed.

International President Randolph made an amendment to the motion that Brother Totten review the whole question of the present printer and other printers, taking into consideration all the criticism of Mr. Rosenberg, and determine which would be the best printer insofar as getting the work done economically is concerned. The motion was lost for want of a second.

Brother Dellums introduced a substitute motion as follows: That Brother Totten be instructed to let the present printer finish whatever printing he has in his hands now, and when he has finished all the printing he has in his hands, let that be the end of his arrangements and another printer obtained. Eight members voted for the substitute motion and 3 members voted against it. The Chairman of the Board was in favor of the substituted motion.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 6:00 p.m., December 4, 1951.

* * * * * * * *

December 5, 1951

The International Executive Board of the Brotherhood of Sleeping Car Porters reconvened at 11:00 a.m., December 5, 1951. The roll was called, and 12 members were present with Brother Henry Yates absent. The order of business continued as follows:

23. Organization's policy on Union Shop negotiations for chair car attendants and train porters.

It was suggested by Brother Randolph that the Organization determine what was the nature of the contract of the National Railway Labor Executives Association at the present time. If the contract was comparable to ours in that the carrier is not free from suit that may be brought by an employe under the Union Shop Contract, then we would go along with it.

It was moved by Brother Randolph and seconded by Brother McNeal that the Brotherhood await the decision of the Emergency Board, now handling the Union Shop Contract for the non-operating groups, before the International President further negotiate with other carriers with whom the Union Shop agreement has not been consummated. The motion was carried.

24. Report of Budget Committee. (Copy attached)

Brother Dellums moved that the report of the Budget Committee be accepted, and that the International Officers who have authority to spend money coming from the International Treasury be conscious of the recommendations and careful thought be given to expendirues before they are made so that all officers will make an effort to reduce expenditures from the International Treasurer as recommended by the Budget Committee. The motion was seconded by Brother Randolph. The motion was carried unanimously.

It was moved by Brother Randolph that after the 6 months educational program had been carried on in all the districts in all the zones, that a drastic retrenchment be made on travel throughout the nation with the interest of cutting down expenses, recognizing the need, of course, for emergency trips. The motion was seconded by Brother B. Smith and was passed unanimously.

25. Reorganization of the Budget Committee and a clearer definition of its functions.

It was moved by Brother Dellums that the present Budget Committee be abolished. The motion was carried unanimously.

It was moved by Brother Dellums and duly seconded that a Committee on Finances, consisting of three members, be appointed. The motion was carried.

It was moved by Brother Dellums that the Finance Committee be authorized to examine any and all books, documents, vouchers, or any other documents in connection with the receipts and expenditures of the funds in the International Organization, and that the Committee report its findings to the International Executive Board with recommendations on the handling of the receipts and expenditures of the International funds. The motion was passed unanimously.

It was moved by Brother Randolph and seconded by Brother B. Smith that Brother M. P. Webster, Brother C. L. Dellums, and Brother Thomas Patterson constitute the Finance Committee. The motion was carried.

26. Funds for the Six Months' Educational Campaign.

It was moved by Brother Randolph and seconded that the necessary funds be provided to finance the 6 months' educational campaign beginning January 1, 1952. The motion was passed unanimously.

27. Lawyers' Fees.

Brother Randolph moved that in the future, whenever lawyers were engaged, that contracts be made with the lawyer with respect to the cost of his services before his services are engaged. The motion was seconded by Brother McNeal and unanimously passed.

28. Selection of new Printer.

It was moved by Brother Randolph and seconded by Brother Smith that the International Secretary-Treasurer be allowed 60 days within which to select another printer. The motion was passed unanimously.

29. Pensions for International Officers. (Copy attached)

The Chairman submitted to the Board an analysis of the Pension Plan, recommended in the previous Board meeting, as made by Attorney M. P. Webster, Jr. The entire document was read by Brother Dellums, after which it was moved by Brother Randolph and duly seconded that the Board follow the recommendations in respect to the funds to be given to Brother J. Mills immediately, and further that it take action in respect to the other recommendations made in the analysis submitted at the next Board meeting. The motion was passed unanimously.

30. Loans made to the Los Angeles Division.

Brother Dellums reported that a loan that has appeared on the financial reports as having been made to Brother L. B. Thompson of some long standing has been paid. At the last meeting of the Board, the International Organization loaned $500.00 to the Los Angeles Division, and within the six months period, that loan has been paid.

31. Liquidation of loan to Brother Bennie Smith:

It was moved by Brother Randolph and seconded by Brother Dailey that the item that has been appearing on the International financial reports accruing to Brother Bennie Smith as a loan be liquidated. The motion was passed by a majority vote. Brother Dellums asked that his vote be registered against the motion.

32. "Get Well" Card for International President Halena Wilson.

The Board by common consent agreed to send a "get well" card to International President Halena Wilson, accompanied by a bouquet of flowers.

33. Next meeting of the International Executive Board.

It was agreed by common consent that the next meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters should be held on the first Monday in May, 1952, at the Chicago Division Headquarters.

34. Adjournment.

The meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at the Chicago Division Headquarters, Chicago, Illinois, December 3, 4, and 5, 1951, adjourned at 5:00 p.m., December 5, 1951.

* * * * * * * *

611 Mead Street
New York 60, N. Y.
Oct. 12th, 1951

MR. A. PHILIP RANDOLPH, PRES. of the BROTHERHOOD OF S.C.PORTERS:

217 West 125th Street

New York, City

Dear Mr. Randolph:

Being a Pullman Porter and seeing the need as well as the hardship of my colleagues, I would like to make the following suggestion that we form a Retirement Plan within our ranks to be handled by the Brotherhood. I propose, assuming that are 10000 Porters, who will be required to pay fifty dollars ($50.00) each as a joining fee. Total $500,000 and twenty dollars per year thereafter $200,000. This will make a total of $700,000. This money will not be touched for a year, during such time the interest will boost it to near $1,000,000 and with dues the $20.00 per year and interest, with proper handling this sum would pyramid to vast heights. Now after one year or whatever you work out, when a Porter is pensioned give him a lump sum of $1500.00 or more. This would make porters eager to retire and this would create work for those who are not eligible. Since we know that the financial position of most Porters force them to work beyond retirement age. This would I believe make it possible for many to retire.

I know this will not be accepted in this form, but at least it will give you something to work on.

Yours for the Best

/s/ S. Jefferson
P.T.

REPORT OF THE BUDGET COMMITTEE TO THE INTERNATIONAL EXECUTIVE BOARD, MEETING AT CHICAGO, ILLINOIS, DECEMBER 3-6, 1951:

The Budget Committee met in the offices of the International Headquarters in New York City on November 26, 27, 28, and 29, 1951, and begs leave to submit the following report:

The Committee first made an analysis of the anticipated income based upon the Union Shop Contract of 11,000 men paying dues and paying the $10.00 Tax. After a careful analysis of the finances, the Committee further found that the dues accruing to the International Organization, after all of the members were brought into the Organization as a result of the Union Shop Agreement, plus the Yearly Tax from 11,000 men would bring an estimated income of $407,000.00 per year.

The Committee further found in an analysis of one of the basic disbursements, that is salaries, that the wages paid to the employes of the International Organization, exclusive of officials, would approximate $4,000.00 per month, the bulk of which is for salaries paid employes in the New York Office of approximately $36,000 per year. A further analysis indicated that the salaries of the officers, including Field Agents such as McLaurin, Smith, Grooms, Kyle, Bynum, Bowe, Brown and the like, run approximately $7,000 per month, which further revealed that the estimated disbursements that the Organization would be obligated to pay at its present rates for salaries for any year under the Union Shop Agreement would be approximately $121,000.

Further analysis developed that other expenditures, including fixed expenditures and other anticipated expenditures based upon the financial reports at hand, would bring the total expenditure of the Organization at the present rates up to approximately $112,000 or $115,000 per quarter. This would indicate that on the basis of approximately $400,000 income per year, we would be running a deficit of approximately some $50,000 to $60,000 per year.

The Committee also took into consideration that much of the work that is now being performed by Pullman porters is due to the activities in the railroad business as a result of the hauling of troops made necessary by the Korean War, and if within the next 12 months a favorable settlement was made of the Korean situation, we can anticipate at least 1,000 men being furloughed, hence this will bring about an additional reduction of the yearly income.

The Committee also took into consideration that there will be an additional increase in expenditures to the tune of some $10,000 or $12,000 per year as a result of being connected with and part of the Railroad Labor Executives Association. And further, there will have to be some increased expenditures within the next 6 months as a result of readjustment of operating expenses now a part of our financial burden, which will have to be done as a result of advice from our attorney, Mr. Epstein.

Under the circumstances above set forth, the Committee is of the opinion and recommends that the expenditures of the Organization will have to be limited definitely to a large extent to $25,000 per month, $75,000 per quarter, or $300,000 per year. While on the basis of our present expenditures, including salaries and others, it would appear that it would be difficult to stay within that limit, yet in the interest of sound judgment, very definite steps will have to be taken to keep the expenditures within that $25,000 per month budget and actually keep them there.

While the Committee did not have before it at these sessions a detailed record of the expenditures, yet a closer analysis of the expenditures indicated that there could be considerable savings in some of our unfixed expenditures, particularly printing. We had one item of $275.00 for printing that involved the printing of a book containing a list of names of the officers of the Organization which could have been done on the mimeograph machine or the duplicating machine at practically no cost whatsoever. It further developed that there had been a practice in the New York Office of having postal cards printed to send out to the membership at rather frequent intervals, involving $7.50 to $12.00 per printing, and that these items could be eliminated by using the mimeograph machine to prepare these cards and any other notices that have to go out in the New York Headquarters. While the above-mentioned items are relatively small, yet the Committee is of the opinion that if a closer analysis is made of these unfixed expenditures, there could be some savings made in this instance and no doubt in other instances with reference to this situation.

In further discussion among the members of the Committee relative to the conduct of the business in the International Office in New York, it was also felt that a closer coordination of the work of the 15 or 16 employes in the New York office could bring about the operation on a far more efficient basis, and no doubt could result in the elimination of some of the expense that accrues to the payroll in the New York Office.

The Committee also found in its analysis of the situation that there appears still to be a tendency not to carry out the recommendations of the Committee with reference to items involving expense. While we are not in a position to say whether or not if said recommendations were carried out to bring about a reduction in expense, yet apparently no efforts were made to follow direct all the suggestions of the Committee.

* * * * * * * *

MILTON P. WEBSTER, JR.
Attorney at Law
69 West Washington Street
Chicago 2, Illinois

Room 710
ANdover 3-7888

June 15, 1951

MEMORANDUM

SUBJECT: Pension Trust Funds

CLIENT: Brotherhood of Sleeping Car Porters

I have been asked to investigate the feasibility of the Brotherhood's creating eight trust funds to provide retirement benefits for six active international officers, one international officer retiring on June 30, 1951 and one member of the international executive board for whom it is desired that limited income provisions be made. It was desired to create an irrevocable trust or trusts by depositing with a corporate trustee the amount of three years' salary, in the case of the seven international officers, and the amount of $10,000 in the case of the Board member, under agreements whereby the trustee would manage and invest the fund and accumulate the income and upon the retirement of each officer pay to him from the principal and income of the fund a monthly sum equal to two-thirds of the officers' present salary. The Board member was to be paid $200 per month from the principal and income, if any, from the $10,000 fund until it was exhausted.

Authority of Union to Create Trust

The Brotherhood proposes to create the trusts by resolution of the International Executive Board. The union Constitution of course contains no clear cut authority for such action by the Board. The Board is granted, among other powers, (1) general supervision of the funds of the Organization, (2) the power to fix salaries of international officers and (3) the power to make donations of organization funds. My opinion is that the proposed funds are in the nature of additional compensation to international officers and that power clearly exists in the Board to make such compensation. However, the International Organization (the convention) is the supreme law of the union and unless such action were ratified by the convention, the action of the Board could be challenged by any union member as an abuse of discretion.

As to making such compensation through the creation of a trust, the question arises whether a responsible corporate trustee would accept a trust in the absence of clear cut authority in union law to take such action.

The First National Bank of Chicago advised me that it considered "sketchy" the authority of the Board to create a trust and that in the absence of convention action, it would be reluctant to act as trustee.

The Continental Illinois National Bank and Trust Company of Chicago, while it did not inspect the Constitution as did First National, felt, on the basis of my opinion, that the question of authority was not a difficult one.

I recommend that in order to remove all doubt as to the power of the union to create a trust, a resolution of the International Organization in convention should authorize the President and Secretary-Treasurer to enter into a trust agreement on behalf of the union for the purposes desired.

Tax Problems

The fact that it is desired that the trusts be made irrevocable, that is, from the time of creation the beneficiaries are to have a vested, non-forfeitable interest in the fund, and the union is to have no further control or power to revoke, raises difficult income tax questions.

The revenue law is clear that where an employer creates an ordinary (i.e., non-tax-exempt) trust for an employee in which the employee has a non-forfeitable interest, the employer contributions to the trust was taxable to the employee as income in the year they are made, notwithstanding that the employee is not entitled to any payments until some future time. Internal Revenue Code, §165(c). This means, for example, (unless the trust can be qualified as a tax-exempt employees' trust as described below) that in a case where the union contributed $25,200 to a trust for a $8,400 per year officer in the year 1951, the officer would be required to pay income taxes on $33,600 for the year 1951 despite the fact he would be entitled to no payments from the trust fund until retirement. In the case of such an officer with two dependents, taking the standard deduction and at 1950 tax rates, this would amount to an income tax liability of more than $8,900.

The disadvantage, then, of the ordinary, non-tax-exempt trust is obvious. It is that the beneficiary must pay income taxes on the entire principal amount of the trust in the year the trust is created, and this is true notwithstanding that the money would not at that time be available to him; and even commencing at his retirement would only be available to him in small monthly amounts. Moreover, during the years prior to retirement of the beneficiaries, while income from investment of the trust funds was accumulating, such income would be taxable to the trustee.

The advantage of such a trust to the beneficiary is equally obvious. It is that, upon retirement, the beneficiary receives his monthly payments tax-free. (This is true because, as has been demonstrated above, the principal has been taxed in the year the trust was created, and the income from trust investments has been taxed annually to the trustee).

There are two alternative methods of creating trusts so as to avoid the tax impact described above. One is to create a revocable trust. That is, a trust in which the donor (i.e. the union) retains the power under the trust agreement to revoke the trust and take back the principal amount of the fund. In such a case there would be no tax on the principal amount of the trust at the time of creation, and upon retirement, payments made to an officer would be taxable to him in the year made. During the years that income from the trust investments was accumulating, such income would be taxable to grantor of the trust, i.e. the union. Internal Revenue Code, §166. (Note, however, that labor organizations are exempt from taxation under §101 of the Code). However, the beneficiaries would have no vested interest in such a trust--the union could revoke it at will. Since this is so contrary to the intent of the union, it is not considered further.

The Tax-Exempt Trust

Section 165(a) of the Internal Revenue Code exempts from taxation a trust forming part of a pension plan of an employer for the exclusive benefit of his employees or their beneficiaries. In order for such a trust to qualify for tax exemption:

(1) There must be a continuing pension plan.

(2) Under the trust instrument it must be impossible for any part of the principal or income to be diverted to purposes other than for the exclusive benefit of the employees or their beneficiaries.

(3) The trusts must be designated as parts of a plan which benefits "such employees as qualify under a classification set up by the employer and found by the Commissioner [of Internal Revenue] not be discriminatory in favor of employees who are officers, shareholders, persons whose principal duties consist in supervising the work of other employees, or highly compensated employees." Internal Revenue Code, §165(a)(3)(B).

(4) The contributions or benefits provided under the plan must not discriminate in favor of the above-named types of employees.

Once such a trust is qualified as tax-exempt, the principal amount is not taxable in the year the trust is created, nor is the income taxable to the trust.

Tax consequences are postponed until the beneficiaries begin to draw their annuities. At that time these are taxable as income to such beneficiaries in the year paid.

The principal requisites to qualifying a trust as an exempt employees trust under section 165(a) are two:

(1) It must be part of a continuing pension plan, and

(2) The benefits must not discriminate in favor of officers, supervisory employees or highly compensated employees.

My opinion is that the union could not qualify its trusts under section 165(a) and still achieve the end it desires. First, the Bureau of Internal Revenue will scrutinize every pension trust very carefully to assure that the prohibited discrimination does not exist. The plan proposed by the union does, and is intended to, discriminate in favor of officers, supervisory and highly compensated employees.

A pension plan may qualify as tax-exempt notwithstanding it contains an age qualification, a length of service qualification and excludes employees with salaries below a certain level ($3600 per annum, for example). The foregoing eligibility requirements for participation in a pension trust are not in themselves discriminatory; however, the Bureau will still disqualify a plan so hedged with eligibility requirements that it benefits only the "top mangement." By excluding all employees below a certain salary level, the Brotherhood could qualify a pension plan as tax-exempt and still take in only a few more employees than it is presently desired to include. In such a case, however, still another requirement of the Treasury Department will operate to defeat the union's present purpose. That is, where a pension plan excludes employees entitled to retirement benefits under the Railroad Retirement Act (those compensated at the rate of $3600 per annum or less), benefits under the pension plan must be "integrated" with benefits under the Railroad Retirement Act; which means that benefits to those included in the plan may not be disproportionately higher than benefits under the statute to those excluded, or the prohibited discrimination will be found to exist. "Integration" of benefits for the officers it is desired to reward, at their present salary levels would result in monthly benefits of approximately only $150 - $160 per month. This, too, is unsatisfactory in the light of the Brotherhood's purpose.

Conclusions and Recommendations

In a conference with Mr. Randolph and Mr. Webster on June 10, 1951 it was concluded:

(1) That the income tax consequences to the officers benefited, through the creation of an ordinary trust or trusts, would defeat the Brotherhood's purposes.

(2) That the creation of a trust reserving in the Brotherhood the power to revoke, while avoiding the tax impact, would defeat the purposes of the Brotherhood.

(3) That the tax exempt trust was not workable in the light of the Brotherhood's purposes because:

(a) it is not desired to include any other employees, and

(b) the requirement of the Bureau that benefits under a qualified plan be integrated with benefits under the Railroad Retirement Act would result in monthly benefits far lower than those desired.

It would appear, then, that if it is desired to create trusts in the amount of three-years' salary for these officers and at the same time save them harmless from income taxes, the International Organization in convention should authorize the creation of ordinary trusts and the reimbursement of income taxes which the beneficiaries will be required to pay. If this is done, I recommend, for the six officers now active, the creation of one irrevocable trust (rather than six) in which each officer would have a proportionate interest. At the time of his retirement his share would be segregated from the common fund. The advantage of this is investment-wise. The trustee, having a common fund of $144,000 would be able to diversify investments and obtain a better yield (currently about 4%). Thus a larger accumulation of the fund prior to retirement of the officers could be achieved. On the other hand, with six individual trusts of $21,600 to $28,800 each, a responsible trustee would invest such funds only in government bonds, with a much smaller yield.

As to the Board member for whom it is desired to provide at a rate of $200 per month until a $10,000 fund is exhausted, I recommend that the Brotherhood simply segregate the fund in a cash account and pay it out without the vehicle of trust, for the following reasons:

(1) A responsible trustee would keep in cash the amount necessary for one year's payments and would invest the remainder only in short-term government bonds. Thus the cost of administering the trust (i.e., trustee's fees) would equal, and in the second year exceed, the investment income from the fund.

(2) Since the fund will be exhausted in approximately four years, the danger of a subsequent union administration refusing to pay is considerably lessened.

As to the officer retiring on June 30, 1951, since he is to be partially compensated prior to the next Convention, I recommend that the decision as to how to provide for the balance of his compensation be reserved until the Convention acts, at which time the best method of providing for the balance of his compensation can better be determined. It may very well be that by the time of the next convention he may have already been paid so much of the compensation due him as to render uneconomic the creation of a trust to pay the balance.

This memorandum has been prepared in the light of the federal tax laws in effect on June 1, 1951 and no opinion is expressed as to the tax situation in subsequent years.

Respectfully submitted

MILTON P. WEBSTER, JR.

MPW/glw

Minutes of Meeting
of
International Executive Board
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois
May 5-7, 1952

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AGENDA

May 5, 1952

1. Opening by Chairman M. P. Webster.

2. Invocation by Brother Thomas Patterson.

3. Roll Call.

Present: Ashley L. Totten, Int'l. Secretary-Treasurer
M. P. Webster, 1st Int'l. Vice-President
Bennie Smith, 2nd Int'l. Vice-President
C. L. Dellums, 3rd Int'l. Vice-President
T. D. McNeal, 4th Int'l. Vice-President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Carran
J. C. Mills
Henry Yates
James A. Martin
James M. White

Absent: A. Philip Randolph, International President

4. Minutes of previous meeting.

5. The Montgomery Division.

6. Letter regarding reorganization of Negro Labor Committee and request for donation by Brother Randolph.

7. Instructions regarding issuance of time checks.

8. Bulletin issued from Headquarters regarding six months' Educational Campaign.

9. Sleeping car accommodations for porters on streamlined trains.

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AGENDA

May 6, 1952

10. Correspondence between Mr. Boeckelman and Brother Randolph regarding loss of linen.
11. Purchase of recording tape machines, suggested by Brother T. D. McNeal.
12. Protection for porters handling passengers with communicable diseases who occupy space in cars.
13. Letter regarding changing of printers.
14. Finance Committee Report.
15. Dues payment during leave of absence.
16. Three (3) months' rule on paying dues.
17. The Belle case.
18. Collection of dues for men on temporary transfer.
19. More specific regulations in reference to crediting men for dues when off sick and when off on furlough.
20. Amendment of Grievance Rules.

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May 7, 1952

21. Report of Finance Committee (Continued).
22. Statement from International First Vice-President Webster in reference to the location of the 1953 Convention.
23. Placement of operating porter on Negotiating Committee.
24. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

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Report of Proceedings

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May 5, 1952

1, 2, 3, and 4, Inclusive.

The International Executive Board of the Brotherhood of Sleeping Car Porters convened in Chicago, Illinois at 1:00 p.m., May 5, 1952. Brother M. P. Webster, Chairman of the International Executive Board, presided. Brother Thomas Patterson, Eastern Zone Supervisor, was secretary. The meeting was opened with a prayer rendered by Brother Thomas Patterson. The roll was called with all members present with the exception of Brother A. Philip Randolph, International President. It was moved and seconded that the reading of the minutes of the last session of the Board be waived. The motion was carried unanimously.

5. The Montgomery Division.

There was a general discussion in connection with the Montgomery Division's request for additional lines. It was moved by Brother Dellums and seconded by Brother James White and Brother Yates that the Montgomery Division be notified that the problem they presented in reference to a shortage of work was a problem that was similar to that existing in many districts throughout the nation, and that the entire problem of relief for such divisions was under consideration and relief would be afforded such districts when and if it was possible.

Brother Bennie Smith stated that he was not ready. Brother Dellums amended the motion as follows: There are many districts in worse shape than Montgomery. The amendment and the main motion were passed unanimously.

6. Letter regarding reorganization of Negro Labor Committee, and request for Donation by Brother Randolph.

The following letter was read to the Board by Secretary Thomas Patterson:

"April 22, 1952

Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
3947 Drexel Blvd., 2nd Fl.
Chicago, Illinois

"Dear Sir and Brother:

On March 1, 1952 a Labor Conference was held in the Theresa Hotel, New York City, under the auspices of the Negro Labor Committee, organized and set up by Frank Crosswaith, its present Honorary Chairman and with the cooperation of the Brotherhood of Sleeping Car Porters. The purpose of the conference was to reorganize the said Negro Labor Committee and to give it national structure and a program.

This conference was composed of delegates of AFL and CIO unions, from all over the country. As an evidence of the recognition and importance accorded this conference, may I say that Philip Murray and Walter Reuther, CIO and Louis Hines, Legislative Representative of the AFL accepted designation as members of the National Executive Board, of which, B. F. McLaurin, International Field Organizer of the Brotherhood, is Chairman.

Now that plans are being developed to find funds for the purpose of maintaining and developing the program of the Negro Labor Committee, organizations represented at the conference, are pledging substantial contributions. As one of the founding organizations of the Negro Labor Committee, I want to recommend that the Brotherhood of Sleeping Car Porters make a yearly contribution to this committee of $250. I understand that some of the large unions of the AFL and CIO are making very substantial contributions. Of course, most of the organizations that are making these substantial contributions, are white. In fact, there are only about two unions in the set up that have Negro leadership, namely, Brotherhood of Sleeping Car Porters and the Red Caps.

Fraternally yours,

/s/ A. Philip Randolph

International President

APR:ha
cc: To the Members of the
International Executive Board"

It was moved by Brother Totten that this matter be held in abeyance until such time as definite assurance is given to the Board that the other unions referred to in Mr. Randolph's letter are making similar donations. The motion was seconded by Brother Jack Mills. Several members of the Board stated that they were unready, and after a short discussion, Brother Totten withdrew his motion.

It was moved by Brother Dellums and seconded by Brother Yates that any action on this communication be deferred until the next Board meeting, and that the International Secretary-Treasurer be instructed not to make any contribution to this Committee in the meantime. The motion was passed unanimously.

7. Instructions regarding issuance of time checks.

The following letter was read to the Board by Secretary Thomas Patterson:

"Chicago - March 7, 1952

Issuance of time checks to car service employes.

REGIONAL MANAGERS, SUPERINTENDENTS and AGENTS:

"The Pullman Company has been severaly criticized by a Railroad Accounting Committee, who have been going over our records here in the general office for the past several months, because of the excessive issuance of time checks to car service employes throughout the service.

Instructions issued on this question in the past have clearly indicated that time checks should be issued only in emergencies and it is not intended that The Pullman Company should be used as a convenience to car service employes by permitting them to draw money between pay days to meet their ordinary needs. A check of the records here clearly indicates that many districts and agencies are issuing time checks excessively. This practice results in considerable expense in the Accounting Department here in Chicago and it is this unnecessary expense which has brought forth the criticism referred to.

Will each district representative personally discuss this matter with all people in his organisation who are authorized to approve the issuance of time checks, pointing out to them that time checks should be issued only in real emergencies, such as bona fide cases of illness, deaths in families, etc. Car service employes must understand that under normal circumstances they will be expected to arrange their personal affairs so that it will not be necessary to draw in advance on any pay due them. Employes called back from furlough who have not had an opportunity to earn any money, or extra employes whose hours are low and who may not have sufficient funds to finance themselves on trip should, of course, be taken care of. The real grounds for criticism are due to the fact that numerous employes request time checks almost continuously from one pay period to the next and have had these unreasonable requests granted by our district offices.

All concerned are requested to give this matter immediate attention toward a marked reduction in the number of time checks issued.

J. P. Kenney"

The Board ruled by common consent that a copy of the letter, which was addressed to the Regional Managers, Superintendents and Agents by Mr. J. P. Kenney, be sent to each Vice President and Zone Supervisor, who in turn will send a copy to each officer of the locals in his Zone in order that there might be an understanding of the issuance of time checks.

8. Bulletin issued from Headquarters regarding six months' Educational Campaign.

The question of the six months' Educational Campaign was discussed by the members of the Board. The opinion was expressed that in the relatively short space of time during which the campaign had been carried on, tangible results were appearing. It was the consensus of opinion of the Board that the six months' Educational Campaign, which was initiated in the last Board meeting, be extended in such Divisions as the judgment of the officers and Zone Supervisors deem necessary.

9. Sleeping car accommodations for porters on streamlined trains.

The question of sleeping accommodations for porters on streamlined trains was discussed from all angles by the members of the Board. The consensus of opinion expressed was that according to the complaints made, there were many of these beds which were not suitable places for porters to sleep as provided for under Rule 4 of the Agreement. The opinion was also expressed that the Company had broken faith with the Organization in connection with the gentleman's agreement entered into with Brother Webster and Brother Randolph relative to allowing porters to sleep in any vacant space when one of these objectionable beds was on the car, and that in recent months the attitude of the Company appears to have changed on this matter. The conductors were issued definite instructions to insist upon the porters sleeping in this bed on most of the trains where it is maintained, and the beds are still objectionable.

One of these complaints has already been filed in violation of Rule 4, which rule provides for a suitable place for the porters to sleep, on the grounds that this bed is not a suitable place to sleep. The Board feels that the International Vice Presidents and the Zone Supervisors should investigate this issue in the various districts under their control, and where they find that there is evidence to indicate that a particular bed is not a suitable place to sleep, an issue should be raised under the rules of the Agreement in order that it might be determined. It was further the consensus of opinion of the members of the Board that it appears that this situation is going to have to be developed on a national scale, and that the membership ought to be prepared for a drastic controversy on this situation. It was moved and seconded that this action be taken. The motion was passed unanimously.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:00 p.m., May 5, 1952.

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May 6, 1952

The International Executive Board of the Brotherhood of Sleeping Car Porters reconvened at 11:00 a.m., May 6, 1952. The roll was called, and all members were present with the exception of International President A. Philip Randolph. Prayer was rendered by Brother Thomas Patterson. The order of business continued as follows:

10. Correspondence between Mr. Boeckelman and Brother Randolph regarding loss of linen.

The following two letters were read to the members of the Board by Secretary Thomas Patterson:

"THE PULLMAN COMPANY
Merchandise Mart Plaza
Chicago 54, Illinois

April 8, 1952

Mr. A. Philip Randolph
International President,
Brotherhood of Sleeping Car Porters
217 West 125th Street - Room 301
New York 27, New York

Dear Mr. Randolph:

Linen losses from Pullman cars have reached unprecedented totals in the past year. To the best of our information many of these losses can be traced "to gangs of linen thieves operating at various points throughout the country. However, recently a few of our porters have been involved in linen thefts, carrying linen off the cars in their suitcases for resale.

Further, recent inspection of cars at numerous yards throughout our service after porters had left the cars at end of trips disclosed that many of the men are leaving substantial quantities of clean and soiled linen in exposed positions instead of placing it in lockers. This has been occurring despite recent renewal of instructions on this subject, copy of which is attached.

In our efforts to drastically improve this very unsatisfactory situation, we urgently seek the cooperation of your organization on the following two important points:

(1) To request the cooperation of porters, attendants, and bus boys when Railroad Special Agents ask to examine their baggage before leaving railroad property, and

(2) To urge the men to comply with existing instructions in regard to properly putting away linen before leaving their cars upon completion of each trip.

I believe you will agree that none of our employes should object to Railroad Special Agents examining their baggage before leaving railroad property, to assist in clearing the innocent porters from the suspicion which has been placed on their group by a few men.

Your assistance in this program will be greatly appreciated.

Yours very truly,

/s/ F. J. Boeckelman

enclosure
cc- Mr. M. P. Webster
1st Int'l Vice-President"

"April 23, 1952

Mr. F. J. Boeckelman
Manager, Employe Relations
The Pullman Company
Merchandise Mart Plaza
Chicago 54, Illinois

Dear Mr. Boeckelman:

Just a word to acknowledge receipt of your letter of April 8, 1952 in which you discuss the large loss of linen from Pullman cars and suggest cooperation from the Brotherhood of Sleeping Car Porters on the following points:

1. 'To request the cooperation of porters, attendants, and bus boys when Railroad Special Agents ask to examine their baggage before leaving railroad property, and

2. 'To urge the men to comply with existing instructions in regard to properly putting away linen before leaving their cars upon completion of each trip.'

"Now permit me to assure you of the Brotherhood's interest in and concern about the loss of linen on Pullman cars to which you refer. The Organization is unqualifiedly opposed to any form of dishonesty on the part of porters with respect to linen or anything else on Pullman cars. It is the policy of the Organization, in all of its meetings, education, organization and business, to present with force and vigor, complete condemnation of thefts on Pullman cars either with respect to property of passengers or property of the Pullman Company. In fact, the Organization would definitely refuse to represent a porter were it convinced, by evidence, that he was guilty of the theft of linen or anything else.

However, the Organization is unequivocally opposed to your method of handling this problem as set forth in your first point, namely:

> 'To request the cooperation of porters, attendants, and bus boys when Railroad Special Agents ask to examine their baggage before leaving railroad property, and'...

We consider this method of meeting this situation a downright invasion of the Constitutional rights of the porter. The Organization cannot go along with the theory that porters are thieves and that their personal property should be subject to inspection by Special Railroad Agents or anybody else. This would not only constitute a stigma upon the character of the porter personnell but would definitely damage, if not shatter, their morale. If a porter is, like anybody else, found guilty of the theft of linen or anything else, he should be, in the opinion of the Organization, made to pay the penalty under the terms and conditions of the law.

But we view with grave concern any program which disregards or violates the Constitutional rights of the porter, which we consider sacred and priceless, even though the objective on the part of the Company be desirable, because we consider it an unsound policy to commit a wrong upon the assumption of preventing the commission of another wrong, especially, when there is no definite proof that the accused is actually guilty.

We are sure that the Management is familiar with the history of the period when the practice of searching bags of porters by Special Railroad Agents reached a disgraceful low of persecution and abuse. Porters were cowed, browbeattened and physically manhandled by Special Railroad Agents in such an outrageous manner as to virtually break their spirits and demoralize their life. But, even if there was no history of the abuse of this practice, the Organization would still be unalterably opposed to it.

Although we must reject this proposed remedy of yours for the linen losses, we are ready and eager to cooperate with you in point 2, namely,

> 'To urge the men to comply with existing instructions in regard to properly putting away linen before leaving their cars upon completion of each trip.'

This is a sound and proper requirement by the Management for porters to observe in handling linen, and you may be assured that the Organization will do everything in its power to help you secure compliance of this regulation on the part of the men.

Very truly yours,

A. Philip Randolph
International President

APR:ha
cc: To the members of the
International Executive Board"

In connection with the correspondence between Brother Randolph and Mr. Boeckelman in reference to Railroad Special Agents searching the personal effects of porters, attendants, and bus boys, it was moved by Brother Dellums and seconded by Brother Smith that the Board go on record as being in complete accord and support of the position Brother Randolph took in his answer to Mr. Boeckelman's letter in that situation. The motion was passed unanimously.

11. Purchase of recording tape machines, suggested by Brother T. D. McNeal.

Brother McNeal presented a recording made by himself at one of the meetings in St. Louis on a Webster tape recording machine. After the recording was played, he offered the following motion: That the Brotherhood use tape recordings as a means of furthering the educational program, and further, that the International Organization underwirte to the extent of 50% the cost of equipping interested Locals with recording machines in order that they may be able to use the educational material recorded and furnished by the International Organization.

12. Protection for porters handling passengers with communicable diseases who occupy space in cars.

On the question of protection of porters handling passengers with communicable diseases who occupy space in the cars, it was moved by Brother Smith and duly seconded that further research be made in the matter to determine what, if anything, can be done to satisfy the complaint being made by the men. The motion was passed unanimously.

13. Letter regarding change of printers.

The following letter was presented to the members of the Board:

"April 22, 1952

Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
3947 Drexel Blvd., 2nd Fl.
Chicago, Illinois

Dear Sir and Brother:

Permit me herewith to advise that in accordance with the decision of the International Executive Board in its last meeting in Chicago, the Brotherhood of Sleeping Car Porters has changed its printer of the Black Worker and other printing.

Fraternally yours,

/s/ A. Philip Randolph

A. Philip Randolph
International President

APR:ha
cc: To the members of the
International Executive Board"

The Board ruled by common consent that the letter from Brother Randolph in regard to the change of printers be encouched in the minutes of the Board.

14. Report of the Finance Committee.

The Finance Committee made the following report to the members of the Board:

"BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD

REPORT OF FINANCE COMMITTEE

Your Finance Committee, appointed by the International Executive Board of the Brotherhood of Sleeping Car Porters convened in New York City on Monday, April 28, 1952, at 11:00 a.m. and met daily in session until Friday, May 2, 1952. The Finance Committee begs leave to submit the following report:

An examination of the financial records for the period ending January 31, 1952, indicated that the amount of receipts over and above all expenditures was $94,085.93. A further analysis of these reports indicated that the income from fees and reinstatements was approximately $101,000.00. In fact, the record showed that the so-called profit or increase in income over outgo amounted to some $7,000.00 less than the amount of money obtained from joining and reinstatement fees.

An analysis of the income from fees for the first four months of this year, since the introduction of the Union Shop Agreement, will indicate that the fees are about extinct, and we cannot expect any income from fees. Therefore, the income that we can expect in the future will have to come from dues and taxes. A most optimistic estimate of the Brotherhood's income for the coming 12 months, including returns from the $10.00 Annual Tax, indicates that we might expect an income of $407,000 or an average of $33,900 per month. The present income, however, from the reports and information gathered, indicates that we are presently averaging $35,000 per month.

The expenditures for the salary item alone under the present arrangement is $15,000 per month. On the basis of our present income, it would appear that the outgo of the Organization must of necessity be limited to $30,000 per month.

SALARIES

The Committee advises that the salaries of the Organization paid by the International Organization are going to consume nearly 50% of the Organization's income. An "estimate of salaries for the past year indicates that $202,957.35 have been paid for salaries. This indicates that a large percentage of our income is being paid for salaries. From a cursory examination of salaries paid to individuals on the International payroll, the Committee is of the opinion that the Brotherhood is not getting the maximum value for the large amount of money paid out to the people who are employed by the International Organization. During the short space of time the Committee was in New York, it was not able to analyze the duties and responsibilities of all those on the International payroll, but the Committee recommends that between now and the time of the next Board meeting, a minute analysis be made of the work, responsibilities, duties, and obligations of all the employes who are on the International payroll with the view of being prepared, at least by the time the next Board meeting occurs, to recommend methods whereby the Brotherhood can get more for the money it is spending in International salaries.

FINANCES

An analysis of the financial reports for this year also indicated that there have been some substantial deficits in our finances from month to month. In a financial report for the month of April, 1952, handed to us by Secretary-Treasurer Totten while in New York, it was indicated that there was a $6,261.36 deficit for that particular month. The report for the month of March, 1952, showed a deficit of $546.00. The report for the month of February, 1952, showed a profit or an increase over and above expenditures of $2,559.70. The report for the month of January, 1952, showed a deficit of $8,663.25. The four months of this year already passed shows a gross deficit of $12,910.91.

Recognizing this situation, it is the Committee's opinion that a closer scrutiny is going to have to be given to the expenditures of the Organization with a view of reducing these deficits to a minimum and wiping them out if possible wherever they have occurred. While the Committee recognizes the fact that four months is just a small part of the year, yet it is a third of the year, and that there may have been "some extraordinary expenditures during that period, it does feel that a four month period is a very good sample of how we are operating financially. And particularly so in this case because we have in the Organization practically everybody we can get under the Union Shop Agreement. It also might be well to note that some of the income involved in the first four months of 1952 is derived from the 1952 taxes. Not too much, but some of the tax money is in that income.

While the revenue indicates that there will be some slight increase in revenue from per capita tax accruing to the International Organization, yet in comparison with the year of 1951 where there were fees amounting to approximately $100,000, which will be almost entirely eliminated from the 1952 income, and on the basis of 10,000 men the tax will amount to $100,000, it would appear that the income for 1952 under the Union Shop will not show any marked increase over the income of 1951. Unless some restraint is placed upon the expenditures of the Organization, it is possible that our deficits will continue to increase, which will ultimately cut down the net increase for the year 1952, even after the 1952 tax has been collected — a most undesirable situation.

In recommending the utmost diligence in trying to reduce these deficits, the Committee has in mind the fact that a large portion of our income is coming from some 2,000 extra porters working for The Pullman Company who are almost entirely engaged in the hauling of soldiers as a result of the so-called rotation system that has been inaugurated in Korea. It cannot be overlooked that sometime within the next twelve months the Korean situation may clear up, and as soon as that happens, not only will the Pullman business be affected, but the whole economic structure of the nationa will be affected, which means that we cannot proceed on the theory that our income will be for the entire year of 1952 what it is now.

RECORDS

In looking over the reports of the International Secretary-Treasurer's office and the books of accounts kept therein, the Committee called in Mrs. Ford, the head of the auditing firm that audits our books. We found, after a lengthy discussion with Mrs.

"Ford, that the bookkeeping system we have in the International office is not such as to provide us with modern and up-to-date information in connection with the handling of some five or six hundred thousand dollars per year which this Organization has to handle. For instance, we found that such items that have occurred on reports from time to time have disappeared from the reports, and when the auditor was asked how that was brought about, she pointed out that she was told that the matter had been cleared up, therefore, she did not carry it on the reports any longer. This has happened in connection with a number of so-called loans that appeared on the reports from time to time. We inquired of the auditor if this was a good system in connection with the handling of these reports, and the answer was no. She advised us that what this Organization needed was a more modern system of handling our accounts, and by all means we needed a ledger through which all transactions would be cleared.

It also developed that there had been considerable delay in getting reports to the auditors, and incidentally there was a delay in getting the auditor's reports to the Organization. For instance, the report for the period ending October 31, 1951, was sent to us in the latter part of March, although it was received from the auditor December 21, 1951. In fact, the next quarter was up before we got the report for the previous quarter. It was the opinion of the Committee, after consulting with Mrs. Ford, that this delay was due in part to our rather antiquated system of handling these books.

Our discussion with the auditor, Mrs. Ford, and an analysis of the financial system indicated that our finances had far outgrown our method of handling them. Therefore, the Committee recommends that the auditing firm, Mrs. Ford, be instructed to immediately proceed to make a survey of our method of handling finances in the International Secretary-Treasurer's office and devise a most up-to-date and modern system of handling our finances, including the introduction of a general ledger through which all items must clear, and that a report of this survey be made to the Finance Committee as soon as it can be completed, and that the Finance Committee be authorized "to institute this system into the International Secretary-Treasurer's office as soon as it practically can be done.

THE BLACK WORKER

During the previous meetings of the International Executive Board there had been considerable discussion and controversy in regard to the printing of the Black Worker as well as other printing. In view of the fact that another printer had been engaged to print the Black Worker, the Committee requested Mr. Theodore Brown, Managing Editor of the Black Worker, to come before the Committee to discuss with us any advantages or disadvantages which had occurred in connection with the Black Worker since the printer had been changed. Mr. Brown reported to the Committee that from his analysis of what was paid to get the Black Worker out per month before we changed printers and what has been paid since the change was made there is an actual saving of $100 per month. This indicates that the cost, including a smaller figure for the cost of cuts used in connection with the Black Worker, is cheaper. He also advised that since the operation of the Black Worker through the new printer, it can be gotten out on time and on a specified date every month. Mr. Brown further stated that the total operation in getting the Black Worker out when we had the other printer was twenty days, and now the total operation of the Black Worker is only five days.

LEGAL DEPARTMENT

In a previous report of the Budget Committee, which preceded the Committee on Finances, it was recommended that before any lawyer was hired to do business for the Organization, arrangements be made whereby a memorandum of agreement would be entered into so that we would know what we were obligated to pay this lawyer for the work performed for us. Because of an item appearing on the records indicating some $10,000 under the caption "Return of Legal Fees" the Committee was prompted to make inquiry into the methods that had been used in the handling of legal fees. This $10,000 appeared to be involved in a transaction handled by Attorney Rauh of Washington, D. C. We made inquiry of International Secretary-Treasurer Totten as to what arrangements "were made for paying this lawyer. We were advised by Brother Totten that he didn't know anything about the arrangements. He was told by either Brother Randolph or Brother McLaurin to write a check and that is what was done.

According to the report brought in to the Committee by Brother Totten, we have paid Attorney Rauh the sum of $7,973.22 between September 1947 and July 1949, and further advised that Attorney Rauh had received other sums from the Organization subsequent to July 1949. Brother Totten could not advise us as to what these sums were supposed to represent. The Committee was advised by its Chairman that in addition to other sums that had been paid to Attorney Rauh, that Attorney Rauh had deducted $10,000 from the two cases involving the Negro Firemen as part of his fees in handling these cases.

The Committee requested the presence of Brother McLaurin, Field Organizer of the Locomotive Firemen, to inquire of him if he knew what arrangements had been made for the payment of fees to Attorney Rauh. Brother McLaurin did not know if any arrangements had been made, but that bills were submitted to the Organization from time to time and were paid. We inquired of Brother McLaurin had any arrangements been made for Mr. Rauh to take any part of the damages in connection with the Locomotive Firemen in the settlement of their cases. Mr. McLaurin advised that so far as he knew, no such arrangements had been made for Attorney Rauh to get a percentage. The percentage fees taken by Attorney Rauh in these two cases was 50%, which fee was over and above any percentage which is usually arranged for when a case is taken on the percentage basis.

This all indicates that there has been considerable carelessness in the handling of that particular item of finance. Therefore, the Committee recommends that the handling of lawyers fees in connection with the handling of Brotherhood cases be handled by either the International President or one of the International Vice Presidents in the event the International President is not able to handle it, that instructions be given that any legal arrangements made in the future must be made through contract, "and in the event that any lawyer does not feel disposed because of peculiar conditions affecting that particular case to make an agreement relative to the fees, that same be brought to the attention of the Finance Committee.

TRAVEL AND PER DIEM

The Committee looked over the travel vouchers submitted by various International Officers and employes who traveled since the last Committee meeting, and from a cursory examination, we did not find that there had been any abuse of the travle privileges or that there had been any unnecessary traveling. The Committee does recommend, however, that the travel vouchers be reconstructed to reflect the individual doing the traveling, by whom authorized, and that these travel vouchers be submitted to the International Secretary-Treasurer prior to the issuance of the check, if possible, and if it is an emergency case and that cannot be done, then the travel voucher should be made out at least before the trip is made.

INTERNATIONAL PAYING FOR PERSONAL CHRISTMAS CARDS

It develops, in looking over the reports, that the Committee found an item of $124.00 marked Christmas Cards. Inquiry was made of the International Secretary-Treasurer, who advised that it has been a practice for the International to pay for the Christmas cards of individual officers and employes in New York. It was difficult for the Committee to comprehend any such action in view of the fact that there are officers and employes all over the United States. The Committee recommends that the International Officers in New York be instructed to discontinue the practice of paying for Christmas cards for officers and employes in the New York office, or any other office for that matter.

CONCLUSION

As a result of the Committee's five days analysis of the finances of the International Organization, the Committee advises:

(1) There is no indication that there will be any large increase in income as a result of the Union Shop.

"(2) That extreme care will have to be continuously used in our financial expenditures in view of the fact that the first four months of the year 1952 showed a $12,910.00 net deficit for that period.

(3) That our financial structure has far outgrown our system and method of handling finances, and as per the above recommendation, an exhaustive study should be made immediately of our finances in the International office with the view of inaugurating a most modern and up-to-date system of bookkeeping that will bring our method of handling finances in the International Office up to a most modern status.

(4) That it is apparent that our whole system of operating the International, from the point of view of employes, should be examined with a view of seeing to our getting better returns in the Brotherhood's work from those participating on the payroll than we have been getting in the past.

Respectfully submitted,

M. P. Webster, Chairman

C. L. Dellums

Thomas Patterson "

The report of the Finance Committee was read by the Chairman of the Finance Committee. It was moved by Brother McNeal and seconded by Brother Smith that action on the report of the Committee be deferred until the next day, May 7, 1952, in order to give the members of the Board an opportunity to study the report. The motion was unanimously passed.

15. Dues payment during leave of absence.

By common consent the Board ruled that all Zone Supervisors be directed to make an analysis of the leave of absence situation in their zones and report same to the Secretary-Treasurers with instructions to check same, and then make a report of the situation at the next meeting of the Board.

16. Three (3) months rule on paying dues.

In connection with the question of the three (3) months' rule on paying dues, after listening to an analysis of the question by Brother Garran, the Chairman of the Board stated that the Brotherhood Constitution was involved and it was a question upon which the Board could take no action.

It was moved by Brother McNeal and duly seconded that the International Executive Board recommend to the next Convention that the time limit on delinquent members be shortened to sixty (60) days. The motion was passed unanimously.

17. The Bello Case.

It was moved by Brother Dellums that in connection with the seniority date of Attendant C. S. Bello of Los Angeles, the Chairman of the Board be instructed to communicate with Mr. Boeckelman of The Pullman Company stating that the Brotherhood agrees to Bello having the seniority date in question and that the Brotherhood will not file claim for any attendant on the Los Angeles seniority roster as a result of this change in Bello's seniority date. The motion was seconded and passed unanimously.

18. Collection of dues for men on temporary transfer.

It was moved by Brother Dellums and seconded that the records of the members of the Organization on temporary transfer to other divisions be transferred to the division on which they are working, and all matters pertaining to them be handled in the division where they are working. The motion was carried unanimously.

19. More specific regulations in reference to crediting men for dues when off sick and when off on furlough.

After a very short discussion, this item was withdrawn by its sponser, 1st International Vice President Webster.

20. Amendment of Grievance Rules.

Chairman Webster elaborated on the reasons for changing the Grievance Rules, pointing out that if the rules were not changed, they would interfere with getting justice for the men, and that we would be in the same position as we were under the Company Union if these rules were not changed to prevent the Company from introducing the various kinds of unfair evidence that it introduces in these hearings. Brother Webster further pointed out that this item was given to the Board as a matter of information. There was an extended discussion by the members of the Board on this matter, but no action was taken on the issue.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., May 6, 1952.

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May 7, 1952

The International Executive Board of the Brotherhood of Sleeping Car Porters reconvened at 12:00 Noon, May 7, 1952. The roll was called, and all members were present with the exception of International President A. Philip Randolph. Prayer was rendered by Brother Thomas Patterson. The order of business continued as follows:

21. Report of the Finance Committee. (Continued)

It was moved by Brother McNeal and seconded by Brother Garran that the report of the Finance Committee be approved and adopted. The motion was carried unanimously.

22. Statement from 1st International Vice President Webster in regard to the location of the 1953 International Convention.

The following statement was read to the members of the Board by 1st International Vice President M. P. Webster:

"I am presenting this matter to this session of the International Executive Board in connection with a request for further reconsideration of the city to be chosen for the next convention of the Organization. As the members of the Board well know, the City of Los Angeles has been chosen as the city for the next convention in 1953. This matter is being presented to this Board with the hope that reconsideration might be given to the request for a change in the location of the convention. In order that the record of the Board might contain the actual reasons why I, as 1st International Vice President, have taken this position, I am presenting this document so that there won't be any misunderstanding about my position in this connection.

It was proposed in the 1950 Convention that the convention be held in 1953 in the City of St. Louis. As a result of a very drastic talk made by former 3rd International Vice President E. J. Bradley against the convention going to St. Louis, the matter was referred to the International Executive Board. In one of the meetings subsequent to the 1950 Convention of the International Executive Board, the question was presented and, as I recall, a bare majority voted for the convention to be held in Los Angeles. At the last sessions of the International Executive Board, a request for reconsideration of the matter was made, which was voted down by the members. The request is hereby being made again. Not because I have any personal interest in the convention going to Los Angeles, but because as an International Officer, I believe that we are not using the best judgment in taking the 1953 Convention to the City of Los Angeles.

As an officer of this Organization and one who has had as much to do with building it as anybody, I do have some conception of what the problems are. I am sure that every member of this Board, who has known me since this Organization started, knows that I don't do things because of anything personal or that I am influenced by somebody. This matter is being definitely brought to this Board again because it appears to me that it would be a tremendous blunder for us to continue to insist upon taking this convention to Los Angeles in light of the tremenduous cost that is going to be involved and in view of the problem it is going to make for the larger locals in this country. From where I sit, it is going to cause problems for a lot of locals who are not so large. Nobody has offered one concrete reason why the convention should be held in Los Angeles except that somebody wants to go there, and nobody has made an attempt to deny that it is going to entail a substantial sum of money. Even the International President recognized that fact in his letter to us.

I am opposed to going to Los Angeles in the interest of the members of the Chicago Division, the largest Division in this Organization. First, I wish to present for the record the position of the Chicago Division in this situation. The matter was discussed in a recent meeting of our Local Executive Board where the question was raised as to how we were going to get money to finance the delegates to the 1953 Convention in California. As of the date of our Local Executive Board meeting, Chicago was entitled to elect 27 delegates to the convention, according to its paid-up membership. It has "always been a practice of the Chicago Division to send all its delegates elected who desired to go to the convention and pay the rather nominal expense that we usually decide upon to give to the delegates for their expenses. However, as a result of money difficulties which the Chicago Division has had, particularly with reference to moving from the place at 35th and State to the present Headquarters and the rehabilitation of the present Headquarters, the Chicago Division incurred a rather heavy deficit of some $3,000. The Chicago Division did not ask the International to underwrite this deficit as has been done by some other divisions, feeling proud that it has always been able to maintain itself. The Chicago Division carried on as best it could until finally at the present time the deficit is about wiped out, and we may have a few hundred dollars to the good in the Local Treasury.

One of the contributing factors to this deficit was due to the fact that in 1948 we sent some 18 or 20 delegates to the Detroit Convention at the expense of somewhere between $1500 and $2000. This put such a big hole in the treasury that when we had to move the following year, it created a considerable deficit. Incidentally, the dues income of the Chicago Division dipped along with that of other Divisions throughout the nation prior to the Union Shop. So when the question arose as to the delegates going to the convention in 1950 in New York City, the Chicago Division was not only broke, but had a considerable deficit. So we gave a rather unusual social affair in the form of a dance and cabaret party from which we netted some $2,000. But because of the other obligations we had to meet, some of this money had to be spent for that purpose. That put us in a position where we could not send but half of the delegates to the New York Convention who had been elected. This created a problem for us in Chicago, particularly when it came to the question of picking the delegates who were to go, which problem we had never had before. The problem was finally solved when they were told that they all could not go. It left a sour tast in a good many of the men's mouths, which is an unusual thing to happen officially in Chicago.

While we are practically out of the red here in the Local Division, yet we cannot see, even by our most optimistic predictions on the income of the Chicago Division from dues and from what might be made on the two social affairs which will occur between now and the 1953 Convention, how we can send any substantial number of our men to the convention out in Los Angeles. The cost is almost prohibitive. The men will have to remain in Los Angeles for a week, which is seven days. The kind of trains they can go out there on take three days to get there and three days to get back, which means at least 13 or 15 days the men will have to be away. At the present rate of per diem of $15.00 per day, that would be $195 for 13 days or $225 for 15 days for each delegate. While some of the men can get passes, some of them will have to pay half rate, which would add $50 to $75 more on to the necessary expenses. Even at the most conservative estimate, it would cost $250 to $300 per delegate, and would entail an expenditure on the part of the Local from $5,000 to $7,000. It would be a physical impossibility for the Chicago Division, by any stretch of the imagination, to raise anywhere near that amount of money in the time left to raise it in.

Therefore, the Chicago Division submits to this Board that this particular financial hardship ought not to be forced upon this Organization at this particular time, and that the convention should be held either in Chicago or some other place in the central west where it wouldn't take as much time to go and come to the convention, or where the expense of going there wouldn't be as great. This $5,000 or $7,000 we are mentioning only applies if we send 20 delegates of the 27 or 30 delegates elected in 1953.

While Chicago has been as successful in making money from social affairs as the average local, yet the members of the Local Executive Board of the Chicago Division do not feel "that we ought to be forced to go out and panhandle the membership and the public in order to raise sufficient funds to send delegates to the convention when it could be done at a considerable cheaper rate. It is my information that some local divisions have devised various schemes for raising money, bordering on almost begging, by raffling off television sets and radios and things of that sort. The Chicago Division does not feel that it ought to be forced to go into that sort of method of raising money to go to this convention at this late date. Therefore, it is urged that reconsideration be given to this matter and the convention city be changed.

I have had a good deal to do with building up the Chicago Division and bringing it to where it is now. I am about as familiar with the financial ability of the various other locals. It so happens that by far the large majority of the locals are east of Chicago with the possible exception of St. Louis. Seventy-five or ninety percent of the members are east of Chicago. Therefore, seventy-five percent of the delegates would have to come from places where they would have to spend much time in traveling to and from the convention. The delegates from Detroit, Pittsburgh, Cincinnati, Buffalo, Boston, New York City, Washington, D. C., and those from the southeast locals would have to come much further than the delegates from Chicago, entailing more time and additional expenses. According to my concept of the Brotherhood's setup, with the exception of unusually small locals such as Spokane, El Paso, etc., all the expenses of sending local delegates to the convention must be borne by the locals themselves.

While some of these people had been in favor of this Los Angeles Convention and have been quite vociferous in their arguments, yet I doubt whether they have sat down with paper and pencil and figured out how much it would cost, and if so, where they were going to get the money. Many locals are already running deficits, and certainly if they were called upon to bear this extraordinary expense, unless they are going to pull a rabbit out of a hat, they are not going to have it.

While I have no personal interest in this thing whatsoever, yet in the interest of all the members in this Organization, I fail to see the wisdom of forcing the local divisions or the International Organization to expend this exorbitant sum of money for the purpose of taking the convention to Los Angeles for the only reason that it has never been to Los Angeles before. If we are going to follow that philosophy, there are lots of cities far closer that we have never been to before, and it would be just as logical to take the convention to those places for that purpose.

Before International President Randolph left to go to Japan, I informed him that I was going to bring this matter up again, and he advised me that he was going to write a letter setting forth his reasons why he thought that we should not change. Most of you have a copy of this letter, and I am going to refer to the record of this case. I do not believe an analysis of Brother Randolph's letter has shown any logical reason why we should go into a large expenditure of money to send delegates to the convention in Los Angeles. Of course, his position is that the convention ought to be taken to Los Angeles. In the second paragraph of Brother Randolph's letter he pointed out that he still thinks we ought to go to Los Angeles, despite the fact that a greater expense will be entailed by the various divisions of the Brotherhood. I think that all of us will have to recognize the fact that we have had a difficult time to keep from going into the red even since we have had the Union Shop. It certainly wouldn't appear logical to me to entail an extraordinary amount of expense to take the convention to Los Angeles.

From where I sit, I know something about the ability of these locals to raise funds, and a whole lot of them are not going to raise it. Then they will call upon the International to finance the delegates to the convention. From what the International has to finance already, it doesn't make sense to add this extra expense on the Organization "for no tangible reason except that somebody wants to go to Los Angeles. That certainly doesn't seem to be the logical thing to do.

While I have no objection to taking the convention to Los Angeles as such, I think all of us know that three weeks after we leave Los Angeles, everybody would have forgotten about it. We spent $25,000 holding a convention in New York City and some $10,000 or $11,000 holding a convention in Detroit, and I haven't seen any great upsurge in the morale or financial support of this Organization as a result of the convention having been held in these various places. The same thing is true insofar as Los Angeles is concerned. While I don't disagree with the International President that the convention is important, yet I feel that it would be just as important held in Chicago, Kansas City, St. Louis, or any other place, and we don't have to go to Los Angeles at this particular time. Before we launch any program to incur an unusual amount of expenses for the convention, I think we need to accumulate a little more money than we have at this time.

In reference to the little Federal Locals of the A. F. of L. sending delegates to the Pacific Coast, if you will analyze the situation, you will find that most of the Federal Locals are not little. I happen to know that several of them have more money than does the Brotherhood of Sleeping Car Porters. Then we ought to take into consideration the fact that the Federal Locals only pay 35 cents to the A. F. of L. out of the dues, and the rest stays in the Local Treasury. Of course, Brother Randolph advises that we can only send half the delegates to the convention. I have analyzed this situation as far as Chicago is concerned, and if we are going to send only half the delegates, we are not going to have a convention for anybody to even notice. I have found that there is considerable dissatisfaction on the part of the individual members when they are told, after hustling to get elected, that they cannot go to the convention. I don't believe the members are any different in the other districts than they are in Chicago.

I also do not agree with Brother Randolph's contention that it would appear that the Board does not know what it is doing if it doesn't stick to the position it has taken. I think that it is perfectly correct to correct a mistake if we think it is a mistake. In view of the circumstances, it is not only a mistake, but a serious blunder, to take this convention to Los Angeles under the circumstances. While I have heard expressions around the table that the men are in favor of going to Los Angeles, yet I believe I see more porters than any other member of this Board, and I certainly have not heard any great clamoring from the membership to go to Los Angeles. We have discussed this matter in our meetings here in Chicago, and the consensus of opinion was in harmony of that laid down by the Local Executive Board.

I opposed the Convention going to Los Angeles when it was first submitted, and I am not so sure that those who are supporting it are in the best of faith because I made a trip with Brother Randolph and Brother McLaurin before this matter was taken up in the first session of the Board after the Convention. In a speech made by Brother McLaurin in the southeastern part of the country he stated that it hadn't been determined as yet where the next convention would be held, but he would advise everybody to prepare to go to Los Angeles. I called this matter to Brother Randolph's attention, but Brother McLaurin continued to make these statements, even after that. This was long before the Board ever met.

I have carefully analyzed all the arguments, particularly those brought up by Brother Randolph, as to why the convention should not go to California. I still take the position that nobody has offered any concrete reason why it should go there or anything to combat this specific argument as advanced by myself, particularly as to the difficulty of the biggest division in the country would have getting delegates to "the convention and the tremenduous increase in expenses which will be incurred to the whole Organization if this plan is carried out to a conclusion. I have been in a half dozen cities in this country settling squabbles in the locals, most of which were over nothing, including New York, St. Louis, New Orleans, Boston, Washington, and a number of others. The Chicago Division, over the past years, has never had an official squabble, and nobody has had to come here to settle any squabbles. We believe that that didn't just happen, but it was because we made every effort to carry out the Brotherhood's program without injecting any personalities.

For the first time in the Chicago Division's history, bitter feeling was aroused among the members because some of those who hustled hard to get elected to the Convention were not able to go because of the lack of finances. An organization that has to elect as many delegates as the Chicago Division, some 25 or 30, is duty bound to send a substantial number of that group, in the interest of the Organization's morale. If a substantial number of that group is sent, then the efforts on the part of any disgruntled individual to raise the issue that was raised two years ago will be nullified from what I know about this Organization, and I don't give way to no man in that respect. It is far better to maintain the morale of the largest local in the Organization, or at least to eliminate a condition which might cause trouble, than it is to attempt to satisfy the desire of just a few people who up to the present time have not submitted one concrete reason why we should entail an almost prohibitive expense, so far as Chicago is concerned, or why we should choose the farthest possible place from where the bulk of the delegates live.

I want all of this statement in the record of this meeting because I don't want any misunderstandings as to why I am taking this position.

M. P. Webster
1st International Vice President."

There was considerable discussion among the members of the Board on the question of the location of the 1953 Convention, after which it was moved by Brother McNeal and seconded by Brother Garran that any further consideration of the matter of the location of the 1953 Convention be deferred until Brother Randolph was present to defend his original motion to take the Convention to Los Angeles, and further, that Brother Randolph's letter on this subject be made a part of the minutes of this meeting. The following members voted in favor of the motion: G. C. Garran, A. R. Dailey, J. C. Mills, T. D. McNeal, Bennie Smith, Henry Yates, and Ashley L. Totten. The following members voted against the motion: James Martin, C. L. Dellums, Thomas Patterson, James White, M. P. Webster. The motion was carried.

The following letter was sent to the members of the International Executive Board by International President A. Philip Randolph:

"April 23, 1952

Mr. Milton P. Webster
Brotherhood of Sleeping Car Porters
3947 Drexel Blvd., 2nd Fl.
Chicago, Illinois

Dear Sir and Brother:

"I am herewith requesting the privilege of designating Brother Milton P. Webster, Chairman, International Executive Board to vote my proxy for the next convention of the Brotherhood of Sleeping Car Porters being held in Los Angeles, California in 1953.

Since we have gone on record in two sessions of the Board in favor of the next convention being held in Los Angeles I hope that the members of the Board will stick to this position since it will appear, if we switch, that we don't know what we are doing.

Despite the fact that a greater expense will be entailed by the various divisions of the Brotherhood and the International in holding the convention in Los Angeles, I think it proper and timely and fitting that the next convention be held there, since it is possible that no other convention during the time of the present officials will be held on the West Coast, and, it is my opinion, sound strategy to carry the convention to all of the various sections of the country where Pullman porters and train porters work and live.

As far as the increased cost of holding the convention in Los Angeles is concerned, may I say that I think it is quite justifiable for the Organization to be willing to meet certain costs, inasmuch as the convention is a most important single event in the life of the Organization and deserves to be held where we have zones at certain periods of the history of the Brotherhood regardless of the cost. If little federal unions in the AFL can find it possible to send delegates to the Pacific Coast for their conventions, I see no reason why the various divisions of the Brotherhood cannot find ways and means of sending a reasonable number of delegates to the Pacific Coast also. If a division who normally sends more than one delegate to the convention sent only half of those designated, this would be ample and splendid representation.

I therefore want to urge that the position of the Board on the holding of the convention in Los Angeles, as expressed in two past sessions, be upheld.

Fraternally yours,

/s/ A. Philip Randolph

A. Philip Randolph
International President

APR:ha
cc: To the members of the
International Executive Board"

23. Placement of operating porter on Negotiating Committee.

Brother McNeal suggested to Brother Dailey that he had not taken up the matter relative to having an operating porter as a member of the Negotiating Committee. Brother Dailey suggested that an operating porter would be of valuable service to the Negotiating Committee in carrying out negotiations in regard to our contract with The Pullman Company. After a short general discussion, it was suggested by Chairman Webster that the matter be referred to the International President for such action as he felt disposed to take. It was agreed by common consent that this should be done.

24. Adjournment.

The last session of the International Executive Board of the Brotherhood of Sleeping Car porters, convened in Chicago, Illinois, May 5, 6, and 7, 1952, adjourned at 4:00 p.m., May 7, 1952.

Minutes of Meeting
of
International Executive Board
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois
December 1-3, 1952

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AGENDA

December 1, 1952

1. Opening by Chairman M. P. Webster.

2. Invocation by Brother Thomas Patterson.

3. Roll Call.

Present: A. Philip Randolph, Int'l President
Ashley L. Totten, Int'l. Secretary-Treasurer
M. P. Webster, 1st Int'l. Vice-President
Bennie Smith, 2nd Int'l. Vice-President
C. L. Dellums, 3rd Int'l. Vice-President
T. D. McNeal, 4th Int'l. Vice-President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
J. C. Mills
James A. Martin
James M. White

Absent: Henry Yates

4. Minutes of previous meeting.

5. Letter regarding reorganization of Negro Labor Committee and request for donation by Brother Randolph.

6. Sleeping car accommodations for porters on streamlined trains.

7. Dues payment during leave of absence and collection of dues for men on temporary transfer. (See Items 15 and 18 in Minutes of last Board meeting, May 5-7, 1952.)

8. Location of Convention City.

9. Bulletin sent out by Brother B. F. McLaurin.

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AGENDA

December 2, 1952

10. Report of the Agreement negotiations with The Pullman Company.

11. Money voted out to Brother John C. Mills.

12. Pension program for the International Officers.

13. Situation existing on the Fort Worth & Denver Railroad.

14. Texas & Pacific Case.

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December 3, 1952

15. Report on the Educational Program.

16. Proposed implementation to Item 18 in the Minutes of Executive Board meeting of May 5-7, 1952.

17. Rediscussion of the item of Christmas cards.

18. Location of next Board meeting.

19. $10.00 Annual Tax.

20. Increase in Dues.

21. Printer.

22. Pullman Rule Book.

23. Next A. F. of L. Convention date and the next Brotherhood Convention date.

24. Letter from Mr. Moffatt, Secretary-Treasurer, Norfolk Division.

25. Report of Finance Committee.

26. Recordings of educational material.

27. Sleeping car accommodations for porters on streamlined trains.

28. Pension for Brother James White.

29. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

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Report of Proceedings

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December 1, 1952

1, 2, 3, and 4, Inclusive.

The International Executive Board of the Brotherhood of Sleeping Car Porters convened in Chicago, Illinois, in the Board Room in the Chicago Division Headquarters at 1:00 p.m., December 1, 1952. Brother M. P. Webster, Chairman of the International Executive Board, presided. Brother Thomas Patterson, Eastern Zone Supervisor, was secretary. The meeting was opened by Chairman Milton P. Webster, and prayer was rendered by Brother Thomas Patterson. The roll was called with 12 members present and Brother Henry Yates absent. It was moved and seconded that the reading of the minutes of the last session of the Board be waived. The motion was carried unanimously.

5. Letter regarding reorganization of Negro Labor Committee and request for donation by Brother Randolph.

Brother Randolph moved that the question of the Brotherhood's support of the Negro Labor Committee be deferred until the next Board meeting so that the members of the Board will have had an opportunity to read and think over the proceedings of the Negro Labor Committee, U.S.A., which were adopted at the first conference. Brother Smith seconded the motion. The motion was carried unanimously.

6. Sleeping car accommodations for porters on streamlined trains.

By common consent it was agreed that this item be bypassed until Brother Randolph gives his report on the Agreement negotiations with The Pullman Company. (See Item 25)

7. Dues payment during leave of absence and collection of dues for men on temporary transfer. (See Items 15 and 18 in Minutes of last Board meeting, May 5-7, 1952.)

It was moved by Brother Dellums and seconded by Brother White that the Local Officials of the Brotherhood be notified that it is the policy of the Organization that the only Brothers who can be exempt from the payment of dues are those who are on sick leave, furloughed, or on leaves of absence, and that in those cases, they must be on furlough or on sick leave for 30 consecutive days in order to get an exemption for one month's dues. It was also moved and seconded that the International President send out a memorandum on Item 18 of the Minutes of the Executive Board Meeting, May 5-7, 1952, (Collection of dues for men on temporary transfer), for the purpose of emphasis so there will be no misunderstanding. Both motions were passed unanimously.

8. Location of Convention City.

It was moved by International President Randolph and seconded by Brother Bennie Smith that the former position taken by the International Executive Board as to the location of the convention city be sustained by this Board meeting. Seven (7) members voted in favor of the motion, and five (5) members voted against the motion. The motion was carried.

9. Bulletin sent out by Brother B. F. McLaurin.

It was moved by Brother Dellums and seconded by Brother Patterson that this subject be referred to the International President with instructions that he straighten out Mr. McLaurin on the extent of his authority. The motion was not carried.

It was moved by Brother Smith and seconded by Brother Randolph that the communication sent out by Brother McLaurin on the Union Shop and Agreement negotiations be referred to the International President so that he might take such steps as are necessary to correct same. The motion was carried with Brother Dellums voting against the motion.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 p.m., December 1, 1952.

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December 2, 1952

The International Executive Board of the Brotherhood of Sleeping Car Porters reconvened at 11:00 a.m., December 2, 1952. The meeting was opened with a prayer by Brother Patterson. The roll was called with 12 members present and Brother Henry Yates absent. The order of business continued as follows:

10. Report of the Agreement negotiations with The Pullman Company.

International President Randolph made a report on the negotiations involving the revision of the Pullman agreement which resulted in a number of changes in the rules. After making his report on the negotiations, Brother Randolph suggested that International Vice President Webster discuss the grievance rules and International Vice President Dellums discuss the other rules in the new agreement. The rules on grievances and claims were read by Brother Webster and discussed by all members present. The other rules of the new agreement were read by Brother Dellums and discussed by all members present.

It was moved by Brother McNeal and seconded by Brother Totten that the Board give a vote of thanks to the Negotiation Committee for the very fine and most complete job of negotiating a new agreement. The motion was carried unanimously.

11. Money voted out to Brother John C. Mills.

It was agreed by common consent that the Board will bring Brother Mills' pension of $200.00 per month, which was agreed upon by the Board on May 16, 1951, up to date by paying him $1,800.00 now, and the remaining amount due to be paid in two yearly installments without tax deduction beginning January 1, 1953.

12. Pension program for the International Officers.

It was agreed by common consent that the pension for the International Officers be postponed until the next Board meeting.

13. Situation existing on the Fort Worth & Denver Railroad.

It was unanimously agreed that the subject matter of the Fort Worth & Denver Railroad Company abolishing the coach porters job and employing porter-waiters be referred to the International President and the First International Vice President for handling.

14. Texas & Pacific Case.

It was unanimously agreed that the subject matter involving the Texas and Pacific Case be referred to the International President and the First International Vice President for handling.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 p.m., December 2, 1952.

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December 3, 1952

The International Executive Board of the Brotherhood of Sleeping Car Porters reconvened at 10:00 a.m., December 3, 1952. The meeting was opened with a prayer by Brother Patterson. The roll was called with 12 members present and Brother Henry Yates absent. The order of business continued as follows:

15. Report on Educational Program.

International President Randolph made an exhaustive analysis of the Educational Program which would be necessary in order to develop the Organization to its maximum strength and force. A general discussion was participated in by all the members of the Board, after which, by common consent, it was understood that the International President would map out a comprehensive program of education to be put into operation just as soon as it can be done to carry on the educational work of the Organization.

16. Proposed implementation to Item 18 in the Minutes of Executive Board meeting of May 5-7, 1952.

It was moved by Brother McNeal and seconded by Brother Dellums that International President Randolph send out instructions to all the Pullman Locals to the effect that they request and secure once per month full information from the Local

Superintendents on the porters who are transferred, furloughed, on sick leaves, and on leaves of absences, and that this information be forwarded to the Zone Supervisors. Also that all the Locals be advised that men working on temporary transfers are to pay their dues to the Local where they are actually working at the time. The motion was carried unanimously.

17. Rediscussion of the item on Christmas Cards.

It was moved by Brother McNeal and seconded by Brother B. Smith that the item appearing on page 14 of the Report of the Finance Committee in the Minutes of the Executive Board meeting of May 5-7, 1952, entitled "International Paying for Personal Christmas Cards", be expunged from the records of the Board. The motion was passed unanimously.

18. Location of next Board meeting.

It was moved by Brother McNeal and duly seconded that the next Board meeting be held in the International Headquarters in New York City. Seven (7) members voted in favor of the motion. Brother Dellums and Brother Webster voted against the motion, and Brother Patterson and Brother Randolph did not vote.

19. $10.00 Annual Tax.

Brother Bennie Smith asked for clarification on the question of the Annual Tax as to whether or not a man who was unfinancial would have to pay the tax. The understanding agreed upon by the Board was that a man did not become unfinancial for not paying the tax, but August 31st, Midnight, was the deadline for paying the tax, after which no dues were accepted until the tax was paid. Therefore, a member would not become unfinancial until after he becomes over three months delinquent in his dues, plus the tax. This understanding was approved by common consent.

20. Increase in Dues.

It was agreed by common consent, in reference to the suggested raise in dues, that every member of the Board and all the International Officers give some thought to the matter between now and the next Board meeting, and the International Officers begin immediately to convey to the membership in their various zones the background and reason for the proposed increase in dues.

21. Printer.

The question of the general printing of the Organization being changed was discussed. An explanation of why the printing was not changed was given by both International President Randolph and International Secretary-Treasurer Totten. Assurance was given by both officers that the printing would now be changed without unnecessary delay. This was approved by common consent of the Board.

22. Pullman Rule Book.

On the matter of the Pullman Rule Book, Brother Patterson suggested that every member of the Board and Officer of the Organization scrutinize this book to see if they could find anything in it that ought to be changed.

23. Next A. F. of L. Convention date and the next Brother Convention date.

It was moved by Brother Randolph and seconded by Brother Smith that the Brotherhood Convention be moved up to convene in Los Angeles beginning the week of October 5, 1953, due to the fact that the original date of the Brotherhood's Convention will conflict with the convention of the A. F. of L. The motion was passed unanimously.

24. Letter from Mr. Moffatt, Secretary-Treasurer, Norfolk Division.

It was agreed by common consent that the letter from Mr. Moffatt be referred to the International President and the Eastern Zone Supervisor.

25. Report of the Finance Committee.

The Finance Committee made the following report to the members of the Board:

REPORT OF FINANCE COMMITTEE TO THE INTERNATIONAL EXECUTIVE BOARD MEETING IN CHICAGO, DECEMBER 1-3, 1952

Pursuant to the regulations, the Finance Committee met in New York City on November 27, 28, and 29, 1952. However, due to the fact that two of the members of the Committee were engaged in the negotiation of a revised Agreement for Pullman employes, it was not possible for the Committee to get to the International Office in time to make the painstaking analysis of the financial situation in the International Office it had intended to make at this time.

The Committee was interested in determining how far the new system of handling finances in the International Office had progressed and how it was working out. For that reason, the Committee called in Mrs. Ford, who was accompanied by Mr. Cook, and they pointed out that the new system was being placed into operation as rapidly as could be done under the circumstances. They also pointed out that the quarterly audit that they had been making in the International Headquarters was not serving the best interest at this time because it was too long between the time that they audited the books and the time that they got back in again. During that period there appeared to be a tendency not to keep the work up on a monthly basis as was necessary under this new system. They suggested to us that in order that they might be able to give the best service in getting this new system into operation, that they be allowed to make an audit each month for the next six months. By that time, the new system would be thoroughly integrated into the setup, and then we could determine whether or not we wanted to continue the audit on a monthly basis or on a quarterly basis. The auditors took the position that we had too much money to let it ride three months, and in many instances the records were not kept up in order for them to have accurate information. Then the Committee directed the auditors to make an audit every month for the next six months, and then we would determine whether we would continue on a monthly basis or whether we would go back on the quarterly basis.

Then the Committee made a survey of the finances, income and outgo, for the past twelve months beginning with November 1, 1951 and ending October 31, 1952. It develops that the gross increase of income over expenditures was $85,176.19, $43,933.70 of which was fees, which made a net increase for that period of income over expenditures of $41,242.49 exclusive of fees. This period was during the months that we had the Union Shop and included the months during which the bulk of the tax was collected. As will be seen during that period, there was quite an increase in joining fees as a result of the Union Shop. In fact, $31,000.00 of the money obtained from fees came in during the first quarter of the period above referred to. The records of the finances indicate that the fees are continually drying up, and it will only be a matter of time before the fees would be negligible.

In discussing this question with the auditors, the auditors pointed out that our expenditures averaged about $100,000.00 per quarter or $400,000.00 per year. The Committee made an analysis of the expenditures from the point of view of eliminating those items which could not be considered real expenditures of the Organization such as money received and paid out for taxes, particularly money paid out for taxes. The Committee examined that particular item and a conservative appraisal of the situation, insofar as disbursements which cannot be charged as actual expenditures are concerned, indicates that less than $10,000 per quarter could be charged off to this particular feature of it. Therefore, at the present rate, you can expect your expenditures to run at least $90,000.00 per quarter or $360,000.00 per year.

Now anticipating the Organization's income on the basis of $37.00 per year to the International Office for each man, on the basis of 10,000 members, it appeared that under the present income, we could anticipate for the following 12 months $370,000.00. On the basis of our present expenditures, it would appear that we would run very close to spending as much money as we took in, and it is very likely that we will run a deficit.

In view of the fact that the Committee's figures on this matter have been questioned, we discussed this particular feature of the Organization's expenditures with the auditors, who are experts in this business, and gave them the benefit of our deductions. We asked them what they thought of the relationship between the income and outgo, and Mr. Cook's answer was that there was no question about the fact that unless more revenue was provided in the coming year, we would be running a deficit.

In this connection, the Committee wishes to point out the following: During the 12 months from November 1, 1951 to October 31, 1952, we collected in fees a sum of $43,933.70, and the record shows that the fees are drying up. Assuming that everybody who joined the Organization last year will stay here under the Union Shop, they won't have to pay a fee but will pay the $37.00 in dues and taxes. Then there will be a lack of income as a result of not having any fees to come in. By way of illustration, assuming for the benefit of argument that a thousand men paid $25.00 to join the Organization under the Union Shop, and they also paid $37.00 in dues and taxes, the same thousand men will not pay the $25.00 fee the following year because they have to remain in the Organization, and they will only pay $37.00 in dues and taxes. We will be deprived of an income we got during the previous years from fees, and it cannot be considered.

As far as it is possible for the Committee to estimate, we cannot expect to collect dues from over 10,000 members, which will produce the above-mentioned amount of $370,000.00. It is apparent to the Committee that during the next year we will no doubt run a deficit. It is the Committee's opinion that one of two things will have to be done during the next year--we will either have to get more income or reduce our expenditures to stay within our anticipated income. In view of the fact that it will be impossible for us to provide for any increase in revenue during the coming year because it will have to be produced through the action of the International Convention, the Committee recommends that utmost scrutinity be given to all financial transactions and that we not engage in activities that are not purely Brotherhood activities that require expenditures otherwise than the money it takes to carry on. The Committee is further of the opinion that purely Brotherhood business that is necessary should be carried on whatever the cost, but our activities should not be extended to the point where we will have to put out extra money which otherwise wouldn't be used.

The Committee also feels that it is necessary to call to the attention of this Board at this time matters which it feels are very vital, which probably under ordinary circumstances would have hampered the work of the Committee. There appears to be some misconception on the part of some of the Officers of the Organization, particularly the International President and the International Secretary-Treasurer, as to the function of the Committee, which is evidenced by the fact that criticisms have been directed to the Chairman of the Committee from the International President and the International Secretary-Treasurer relative to the Committee's procedure. The International President has taken the position that the Committee's methods are wrong. By way of illustration, the International Secretary-Treasurer placed an item on a recent report in which he referred to the money paid out to the auditors as a secret audit ordered by M. P. Webster, Chairman of the Finance Committee. It would appear to the Committee that from these two statements, there is some misconception of the function of the Committee, particularly in view of the fact that the statements were not made before the Board or to the Committee as a whole, but simply to the Chairman of the Finance Committee. The Committee pointed out that it made reports to the Board which have been unanimously approved from time to time, and if any one has any criticisms, the proper place for them is before the Board itself, and the Chairman shouldn't be singled out for criticism because under the Constitution of this Organization, the Board is responsible for the finances of the Organization.

The Committee feels that the members of the Board should have this information because so far as the Committee itself is concerned, it does not agree that there has been any secret investigation, and it does not agree that it hasn't had the proper approach to these problems. Whatever the approach was, it was in the open and was reported to this Board. It definitely seems that the criticism of the Committee through the Chairman was unjust. At a later date, the International Secretary-Treasurer sent out correspondence clearing up this error, but the whole thing is still on the permanent records of this Organization. If this Board has any criticism to make, it can do so, because the Board has the power even to eliminate the personnel of the Committee if it so desires.

The Commiteee wishes to direct the attention of the Board to the fact that the wife of our International President suffered from a serious illness, and is still ill, which resulted in his having an unusually heavy expense. Therefore, the Committee hereby recommends that the International Organization underwrite this expense to the International President.

Respectfully submitted,

M. P. Webster, Chairman

C. L. Dellums

Thomas Patterson

In connection with the above financial report, it was moved by Brother McNeal and seconded by Brother Smith that that part of the report pertaining to the monthly audits be approved, and that part of the report in reference to International President Randolph be approved, and the balance to be held in abeyance until the members of the Board had an opportunity to study it and approve it. The motion was passed unanimously.

26. Recordings of educational material.

The question of the educational program on recording machines was discussed. International President Randolph pointed out that he would work out a program for these recordings. After considerable discussion, by common consent the matter was referred to International President Randolph for the necessary action to be taken on it.

27. Sleeping car accommodations for porters on streamlined trains.

Brother Randolph reported on the question of what was a suitable porters bed. He also reported that it was agreed between the Organization and The Pullman Company that a thorough and exhaustive investigation would be promptly made of the beds on all these cars where the porters are required to sleep in them to determine which beds are suitable and which beds are not suitable. The report was accepted by common consent.

28. Pension for Brother James White.

It was moved by Brother Randolph and duly seconded that Brother James White be given $100.00 per month. The motion was carried unanimously.

29. Adjournment.

The last session of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, December 1, 2, and 3, 1952, adjourned at 1:00 p.m., December 3, 1952.

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Minutes of Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
New York, New York
May 4 - 7, 1953

AGENDA

May 4, 1953

1. Opening by Chairman M. P. Webster.

2. Invocation by Brother Thomas Patterson.

3. Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, Int'l. Secretary-Treasurer
M. P. Webster, 1st Int'l. Vice-President
Bennie Smith, 2nd Int'l. Vice-President
C. L. Dellums, 3rd Int'l. Vice-President
T. D. McNeal, 4th Int'l. Vice-President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
J. C. Mills
Henry Yates
James M. White
James A. Martin

4. Minutes of previous meeting.

5. Financial report from last meeting of the Board.

6. Report of the International Executive Board to the Convention.

7. Report of Financial Committee.

8. Railway Labor Executives Association.

9. Brotherhood affiliation with the 17 Non-Operating Unions.

10. Proposed change in rules on representation by Mediation Board.

11. Brotherhood interceding for placing of Negro Mediator in the Mediation Service.

AGENDA - Cont'd.

12. Unity of unions on Pullman property in the interest of securing passes.

13. Free Trade Union Committee, A. F. of L.

14. Report on developments with respect to porters beds.

15. Eligibility of Pullman Custodian for membership in the Brotherhood.

16. Complaint by passenger of service required by Pullman Company of porters.

17. Fear of attendant that club car service will be eliminated on Pennsylvania Railroad.

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May 5, 1953

18. More complete breakdown of Financial report of Secretary-Treasurer to next Convention.

19. Increase of Monthly dues by $1.00 and discussion of changing tax to dues.

20. Compensation of Local Division Presidents where conditions warrant in the opinion of International President.

21. Recording machine educational program.

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May 6, 1953

22. Pension for International Officers.

23. Notification of members concerning delinquency in dues and taxes prior to sending discharge demand letter to The Pullman Company.

24. B&O train porters on the Toledo Division.

25. Additional car cleaning at Hinton, W. Fa. by Columbia porters.

26. Assignment of extra employes at away-from-home districts.

27. Leave of absences and credit for same.

28. How shall number of men in a line be determined?

29. Annual physical examination of porters.

30. Amendment of Constitution to reduce 3 months limit to two months.

31. Special Convention train.

32. Brother E. J. Bradley attending Convention.

33. Rule 46 of the Revised Pullman Agreement.

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May 7, 1953

34. Educational program with particular reference to the financial statements to be used by the Vice Presidents.

35. The International Convention.

36. Request made by Mrs. Benoit for funds to go to Convention.

37. Chicago, Burlington & Quincy Case.

AGENDA - Cont'd.

38. Railroad Retirement Board's present handling of unemployment benefits for extra porters.

39. Raids by International Association in the southwest and relation of raids to Union Shop Agreement.

40. Present practice of The Pullman Company in handling temporary transfer of porters.

41. Handling of train porters and chair car porters finances and their financial reports.

42. Letter received from International President of Ladies Auxiliary, B.S.C.P.

43. Caricatures of porters and waiters in advertisements.

44. Vote of thanks to the New York Division.

45. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

May 4 - 7, 1953

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Report of Proceedings

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May 4, 1953

1, 2, 3, and 4, Inclusive.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at the Theresa Hotel, New York City, New York, at 11:30 a.m. on May 4, 1953. The meeting was called to order by Chairman M. P. Webster, and prayer was rendered by Secretary Thomas Patterson. The roll was called and all members were present except that Brothers A. L. Totten, T. D. McNeal, A. Dailey, and G. C. Garran came in late. The reading of the minutes of the last session of the Board was waived by common consent. The order of business continued as follows:

5. Financial report from last meeting of the Board.

After considerable discussion of the financial report which was left over from the previous meeting, it was moved by Brother Randolph and seconded by Brother Bennie Smith that the report be received and adopted. The motion was carried.

6. Report of the International Executive Board to the Convention.

It was moved by Brother Randolph and seconded by Brother B. Smith that the digest of the minutes of the International Board be made for the report to the Convention. Brother Dellums offered an amendment to the motion calling for the digest to be made by the Secretary of the Board, the Chairman of the Board, and the International President. The amendment was passed unanimously, and the motion as a whole passed unanimously. The action was that the digest be made by the Committee composed of the Chairman of the Board, the Secretary of the Board, and the International President, and the digest to be presented to the Convention.

7. Report of the Financial Committee:

The Finance Committee made the following report to the members of the Board:

REPORT OF THE FINANCE COMMITTEE OF THE INTERNATIONAL EXECUTIVE BOARD, BROTHERHOOD OF SLEEPING CAR PORTERS, TO THE MEETING OF THE INTERNATIONAL EXECUTIVE BOARD MAY 4-7, 1953:

The meeting of the Finance Committee was held in New York City April 29-30, and May 1, 1953, and it wishes to submit the following report:

In reviewing the finances of the Organization, particularly from August 1, 1950 to January 31, 1953, it indicates that the funds in the treasury were increased by $168,004.52 during that period. Of the above-mentioned sum $132,518.95 was received from fees. The peak year of income of the Brotherhood during that period was from February 1, 1952 to January 31, 1953. An analysis of that particular period shows that the funds of the Organization increased $53,757.38, of which $13,519.00 was from fees. During this year above-mentioned, the funds of the treasury were increased $40,238.38 from the permanent income or the income from dues and taxes.

An analysis of the finances, particularly since we have obtained the Union Shop, shows that the income from fees is rapidly drying up, and very little can be expected in income from fees except that which will come in from such groups for whom we obtain Union Shop Agreements among the chair car attendants and the train porters.

A further study of the funds which brought about the increase in finances of the Organization or the $40,238.38 would indicate that the surplus funds, or the funds which contributed to the increased financial status of the Organization during that year, are derived from the dues and tax income from 1,087 men. As we all know, many of our men are working because of the so-called rotation system of handling the armed services from Korea. It is roughly estimated that nearly 2,000 men are engaged in that particular work. In the event peace negotiations result in the end of the Korean War in the next six months or year, in a very short space of time thereafter there will be a considerable number of men furloughed. Then the income from the above-mentioned 1,087 men is discontinued because of the lack of work, and that will wipe out, as the Committee sees it, the increased amount of money contributed to the finances of the Organization during its peak year. This would indicate, based upon the present expenditures and the income during the peak year, that the Organization would no doubt run a deficit.

So it is ascertained from an analysis of the Finances of the Organization that if the Organization is to keep up its present activities, it will have to have an increased income. In fact, it is the opinion of the Finance Committee, based upon a careful analysis of the finances during the peak period of income, that in order to keep up the sustained program that we are carrying on, and which we are about to accelerate, more income is necessary, and we are going to have to have more income or cut down the activities. Therefore, the Finance Committee recommends to the International Executive Board that proposals be made to the next Convention for an increase in dues.

NEW BOOKKEEPING SYSTEM INTRODUCED IN THE INTERNATIONAL OFFICES

The members of the Finance Committee had an extended conference with International Secretary-Treasurer Ashley L. Totten to make inquiry about the effect of the new bookkeeping system that is being put into the International Office at considerable expense and to ascertain from International Secretary-Treasurer Totten his reaction as to the benefits that are being derived from the new system and how it is working out.

Brother Totten reported to the Committee that the new system was working out very satisfactorily to the advantage of the Organization, and that already there had been shown an elimination of many of the discrepancies between the International Office and the Local Secretary-Treasurer's office in many districts throughout the country, and as the system became more extended, these discrepancies, which have caused so much difficulty in the past, would be eliminated.

The Committee made particular inquiry about the ledger system that has been introduced, and Brother Totten reported that it was very effective, and once the ledger system is worked out and brought up to date, it would not make any more work and no doubt less work to keep the books right up to date. It developed that the work to be done in the ledger is considerably behind schedule due to the fact that both Miss Pemberton, the bookkeeper, and Brother Totten have been ill. But the auditor has been instructed to send a man in to the International Office at once to bring this ledger up to date. Brother Totten advises that once this ledger is brought up to date, there will not be any difficulty in keeping it up to date from here in to the general advantage of handling the finances of the International Organization.

The Committee had a conference with Mrs. Ford of the auditors' office, and she reported that the system was being worked in as rapidly as possible. She felt that within a very short space of time Miss Pemberton, the bookkeeper who handles this matter to a large extent, would be well informed on the system and it would be much easier to carry out.

The Committee recommends that the monthly audit which is now being carried on by the auditor be continued for the time being. The Committee plans to discuss further with the auditing firm the question of handling the monthly audit so that it would be a continuing audit and possibly eliminate the so-called quarterly audit which is now being carried out in connection with the monthly audit. The Committee recommended the monthly audit because it felt that through that source the reports could be kept up to date.

INTERNATIONAL EXPENDITURES

The Committee checked on the expenditures of the Organization since its last meeting, and it is of the opinion from its analysis, at least without further investigation, that no substantial reduction can be made in the expenditures of the Organization. From the cursory examination made of the expenditures it did not appear that there were too large a number of expenditures which might or might not be eliminated.

Referring to the Committee's report as contained in the minutes of the International Executive Board on May 5-7, 1952, under the caption "Salaries", it was pointed out that the salaries paid by the International Organization to all those on the International payroll amounted to $202,957.35, which indicated that the salaries paid by the International Organization consumed 50% of the income, and probably a little more. It was pointed out in that report, which was approved by the Board, that during the short space of time the Committee was in the New York Office, it was of the opinion that the Organization was not getting the maximum value of this large amount of money paid by the International to the people in its employ. The Board approved the Committee's recommendation that a minute analysis be made of the responsibilities, duties, and obligations of all the employes on the International payroll with the view of being prepared to recommend to the Board how the Organization could get more for the money it was spending in International salaries. However, the Finance Committee is not ready at this time, because of its inability to make this analysis, to report on this matter, but it wishes to advise that it will attempt to get some information on this matter before it leaves New York so that by the time of the next Board meeting prior to the Convention, or as soon as possible, it will be able to submit to the Board its version of the analysis of the salaries being paid and what the Organization is getting in return for same, and if necessary, recommendations relative to adjustment.

The next largest item to salaries for which the International spends money is for travelling of International Officers, Field Agents, and others who have to travel. While the Committee has no recommendation at this time on its review of the expenses in that respect, yet it is of the opinion, particularly in Zones where there are more than one man travelling, there could be an elimination of duplication of trips when two men go in or near the same territory. The Committee recommends that the International President and the International Secretary-Treasurer scrutinize these trips with the view of seeing if there cannot be some elimination of more than one man being in the same territory at the same time.

The Committee points out that even since the Union Shop it does not appear to the Committee that our permanent funds are going to be increased by a large enough amount of money for us to build the kind of permanent fund that the Organization has in mind for the protection of its membership. Therefore, the Committee recommends that it is necessary that close scrutiny be given to the finances of the Organization from the International point of view, and that we not engage in any extra-curricular activities that are going to require substantial amounts of finance.

In our discussion with the International Secretary-Treasurer, he spent considerable time on the question of economy in the expenditure of International funds. While the Committee is wholeheartedly in support of spending whatever funds are necessary in the interest of the Brotherhood's program as such, yet it does not feel that the finances of the Organization are in a position at this time to allow us to extend ourselves to spend substantial sums of money for activities which are not strictly Brotherhood activities.

Respectfully submitted,

M. P. Webster, Chairman

C. L. Dellums

Thomas Patterson

It was moved by Brother McNeal and seconded by Brother James Martin and Brother James White that the report of the Finance Committee be adopted. The motion was carried.

8. Railway Labor Executives Association.

International President Randolph made a comprehensive report on his meeting with the Railway Labor Executives Association in Washington recently. He pointed out some of the problems that the railway unions are confronted with, among which was the question of trying to reduce expenses at the expense of the employes, the question of certain changes to be made in the National Mediation Board, the question of referees on the National Railroad Adjustment Board, and the question of more extended strikes in the railroad industry. Brother Randolph further pointed out that it also appeared that the organized railroads were becoming more aggressive in opposition toward railroad unions.

By common consent the International Executive Board agreed that we should participate fully in the proceedings of the Association to the end that we will be informed, and we can carry on with them all the activities they are carrying on in the interest of railroad workers.

The Railway Labor Executives Association also requested Mr. Randolph to represent it at its conference of Asia Railroad men. The Board feels that if the Brotherhood and other circumstances are such that he could go, Brother Randolph ought to avail himself of that opportunity.

9. Brotherhood affiliation with the 17 Non-Operating Unions.

Brother Randolph also made an exhaustive report on his request for affiliation with the 17 Non-Operating Unions. The application is on file, and the Board recommends that the International President continue this action for affiliation to a conclusion.

10. Proposed change in rules on representation by Mediation Board.

Brother Randolph read to the members of the International Board the new rules proposed by the Mediation Board on the question of determining representation as follows:

NATIONAL MEDIATION BOARD
(29CFR Part 120C-4)

Proposed Rule Relating to the Handling of Representation Disputes Under the Railway Labor Act.

Notice of Proposed Rule Making

1. Pursuant to Section 4(a) of the Administrative Procedure Act, notice is hereby given of proposed rule making in the above entitled matter.

2. On May 1, 1947, the National Mediation Board issued certain rules and regulations relating to the handling of representation disputes under Section 2, Ninth, of the Railway Labor Act. These rules and regulations were issued after due notice to all interested parties in accordance with Section 4(a) of the Administrative Procedure Act.

3. The rules and regulations above referred to have assisted the Board in carrying out the mandate of the Railway Labor Act in promptly resolving disputes over employee representation since the enactment thereof. On the basis of experience since the enactment of Rule 4, however, the Board now feels that the principle contained therein should be extended to cases which are closed without the issuance of a Certification. Constant attempts to change collective bargaining

representatives defeat the basic purposed of the Act; i.e., stability in collective bargaining relationships.

4. Sufficient reason appearing therefore, the National Mediation Board now proposes to adopt the following rule in place and instead of Rule 4 of the existing Rules and Regulations:

"4. Time Limit on Applications.

(A) The National Mediation Board will not commence the investigation of a representation dispute for a period of two (2) years from the date of a certification hereafter issued covering the same craft or class of employees on the same carrier in which a representative was certified, except in unusual or extraordinary circumstances.

(B) Except in unusual or extraordinary circumstances, the National Medication Board will not accept for investigation under Section 2, Ninth, of the Railway Labor Act an application for its services covering a craft or class of employees on a carrier for a period of one (1) year after the date on which --

(1) An election among the same craft or class on the same carrier has been conducted and no certification was issued account less than a majority of eligible voters participated in the election; or

(2) A docketed representation dispute among the same craft or class on the same carrier has been dismissed by the Board account no dispute existed as defined in Rule 2 of these rules and Regulations; or

(3) The applicant has withdrawn an application covering the same craft or class on the same carrier which has been formally docketed for investigation."

5. The National Mediation Board will afford all interested parties full opportunity to submit written data, views, arguments, and briefs in connection with the subject of the proposed amendment to Rule 4. Unless specifically requested, no public hearing will be held on this subject.

6. In accordance with the provisions of Section 4(c) of the Administrative Procedure Act, in the absence of a request for a public hearing on the proposed amendment to Rule 4, such amendment will become effective thirty (30) days from the date of the publication of this notice in the Federal Register.

By order of the National Mediation Board at Washington, D. C., this seventh day of April, 1953.

/s/ E. C. Thompson
E. C. Thompson
Secretary

Objections to the proposed rules were made to the Board by the Railway Executives Association. Brother Randolph advised that there would be a hearing on the matter before the rules were put into effect. It was agreed by common consent that as, when, and if a hearing comes off, the Brotherhood would have an observer at the hearing.

11. Brotherhood interceding for placing of Negro Mediator in the Mediation Service.

On this point Brother Randolph gave a report of his discussion with the National Mediation Board on the question of having a Negro mediator in the service. He was given a pamphlet calling for an examination to be held under civil service for mediators. It is the consensus of opinion of the Board that we should make an exploration of the field to see if we can get qualified Negroes to take these examinations for these positions.

12. Unity of unions on Pullman property in the interest of securing passes.

Brother Randolph informed the members of the Board that an effort was being made by the various groups who have contracts with The Pullman Company to try to obtain passes for all Pullman employes. The members of the Board were requested to study this matter, which would be taken up at the next Board meeting. By common consent it was agreed that the officers of the Organization be directed that if and when this matter gets to the point where it appears that negotiations are going to take place, the International President or some other officer should participate in it.

13. Free Trade Union Committee, A. F. of L.

Brother Randolph read to the Board a letter from Mr. Woll, Vice President of the American Federation of Labor, in which an appeal was made for funds for the Free Trade Unions. Brother Randolph recommended that this matter be held in abeyance until the discussion of another item on the agenda referred to as the "President's Fund".

14. Report on developments with respect to porters' beds.

The Board discussed the question of a suitable place for the porters to sleep in reference to the porters' beds. The Chairman of the Board gave a resume of the test made by A. J. Weems, who was hired to do this job. A general discussion ensued, after which it was moved by Brother Randolph and seconded by Brother B. Smith that when the Organization goes back in to discuss the question of a suitable place for the porters to sleep, it would also take up with the Company the question of a suitable place to work.

15. Eligibility of Pullman Custodian for membership in the Brotherhood.

The question of the eligibility of a Pullman custodian for membership in the Brotherhood was discussed, and it was agreed by common consent that the custodian was not eligible for membership.

16. Complaint by passenger of service required by Pullman Company of porters.

International President Randolph read to the Board a communication received from a woman, who made a trip on a Pullman car, giving her reaction to a poster she noticed in the car.

17. Fear of attendants that club car service will be eliminated on Pennsylvania Railroad.

It was the consensus of opinion on this particular point that the International President and other officers be directed that where instances of this sort occur, it should be gone into very thoroughly, watched, and studied with the view of taking the necessary action to prevent anything happening which might deprive these men of their jobs.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 p.m., May 4, 1953.

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May 5, 1953

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at the Theresa Hotel, New York City, New York, at 11:30 a.m. The meeting was called to order by Chairman M. P. Webster, and prayer was rendered by Secretary-Thomas Patterson. The roll was called and all members were present. The order of business continued as follows:

18. More complete breakdown of Financial report of Secretary-Treasurer to next Convention.

There was a general and extended discussion on the subject of a more complete breakdown of the Financial Report. It was moved by Brother Randolph and seconded by Brother Yates that a breakdown of the finances of the Organization in terms of categories be made to the next Convention of the Brotherhood of Sleeping Car Porters. The motion was carried.

19. Increase of monthly dues by $1.00 and discussion of changing tax to dues.

After a complete discussion of this subject, it was moved by Brother Randolph and seconded by Brother Martin that the monthly dues be increased by $1.00 per month and that the tax be used for the building of an emergency reserve fund. The motion was carried. It was further suggested that the Executive Board recommend to the Convention that 75¢ of this increase in dues be allocated to the International Organization, and 25¢ be allocated to the Local Divisions.

20. Compensation of Local Division Presidents where conditions warrant in the opinion of the International President.

It was moved by Brother Dellums and seconded by Brother Yates that the minutes of the Executive Board show that the question of expense money for the Local Presidents was discussed, and that the members of the Board were directed to give thought to this matter and that it be the subject for further discussion at the next Board meeting. The motion was passed unanimously.

21. Recording Machine Educational Program.

The question of using the recording machine in the educational program was discussed to quite some extent by the members of the Board. Recordings of speeches made by serveral of the International Officers were made.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 p.m., May 5, 1953.

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May 6, 1953

The third session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at the Theresa Hotel, New York City, New York at 11:00 a.m. The meeting was called to order by Chairman M. P. Webster, and prayer was rendered by Secretary Thomas Patterson. The roll was called with twelve members present. Brother Ashley L. Totten came into the meeting late. The order of business continued as follows:

22. Pension for International Officers.

It was moved by International President Randolph and seconded by Brother James White that the International President be delegated to draft a resolution embodying a pension plan for the International Officers, which would include the names of the officers to whom the plan is to apply. Said resolution to be presented to the next meeting of the Executive Board, which in turn will make its recommendation to the Convention on the question of pensions.

Brother McNeal stated his unreadiness to vote, and offered the following amendment to the original motion: That the International President in drawing up this resolution referred to in the original motion confine the naming of the men to the six original officers--A. Philip Randolph, M. P. Webster, C. L. Dellums, Bennie Smith, Ashley L. Totten, and E. J. Bradley. The following members of the Board voted in favor of the amendment--Bennie Smith, G. C. Garran, T. D. McNeal, C. L. Dellums, and A. Dailey. The following members of the Board voted against the amendment--Thomas Patterson, A. Philip Randolph, Henry Yates, James White, James Martin, John Mills, and Ashley L. Totten. The amendment was lost.

The original motion was then presented, and all members voted in favor of the motion except Brother T. D. McNeal. Brother McNeal asked that his vote be registered as opposed to the original motion on the grounds of the amendment that he offered. Chairman Webster pointed out at this time that had he been called on to make a deciding vote on the amendment of the original motion, he would have voted against it.

23. Notification of members concerning delinquency in dues and taxes prior to sending discharge demand letter to The Pullman Company.

In discussing the question of giving notices to delinquent members, it developed that there are existing instructions requiring all Secretary-Treasurers to notify delinquent members before their names are sent in for discharge notices. The Board suggested that all Zone Supervisors check with their Local Secretary-Treasurers to see that this is done.

24. B&O train porters on the Toledo Division.

Brother Smith brought to the attention of the oard that certain B&O train porters were not members of the Organization. It was suggested that Brother Smith take this matter up with Brother Patterson who has jurisdiction over the B&O train porters.

25. Additional car cleaning at Hinton, W. Va. by Columbia porters.

The Board suggested that Brother Bennie Smith collect a day's pay for any such work that the men were being called upon to do.

26. Assignment of extra employes at away-from-home districts.

The matter was discussed by the Board relative to the various different methods the signout men have for handling foreign porters in various districts. The Board agreed that there was no rule in the Agreement to cover that situation. The Board directed the Agreement Committee to give some study to this problem with the view of bringing in something that will rectify this situation.

27. Leave of absences and credit for same.

A committee composed of Chairman M. P. Webster, Brother C. L. Dellums, and Brother T. D. McNeal was appointed by the Board for the purpose of changing the Constitution involving the particular question of regulating the payment of dues. It was moved by Brother Randolph and seconded by Brother Smith that the Committee be directed to look into all other aspects of the Constitution that need changing and make recommendations to the Board. The motion was passed unanimously.

28. How shall number of men in a line be determined?

It was moved by Brother B. Smith and duly seconded that this question relative to the number of men in a line be referred to the Agreement Committee for analysis. The motion was passed unanimously.

29. Annual physical examination of porters.

By common consent it was agreed that Brother Smith's interpretation of that particular problem is correct, and the matter should be handled in that manner.

30. Amendment of Constitution to reduce 3 months limit to determine delinquency to two months.

By common consent it was agreed that since the matter involved the revision of the Constitution, the matter was referred to the committee appointed to revamp the Constitution.

31. Special Convention train.

It was moved by Brother Randolph and seconded by Brother Bennie Smith that the Board go on record as supporting the Brotherhood's Special Convention Train. The motion was carried. Brother C. L. Dellums voted against the motion. Chairman M. P. Webster requested that the record show that he disagreed with the process of the Special Train.

32. Brother E. J. Bradley attending Convention.

By common consent it was agreed that Brother E. J. Bradley should go to the Brotherhood's Convention as Vice President Emeritus.

33. Rule 46 of the Revised Pullman Agreement.

After an extended discussion, by common consent it was agreed that the changes should be made on the subject recommended by Brother Dellums, and that Brother Dellums and Brother Randolph get these proposed changes together before leaving New York so that they could be submitted to the Company on May 12, 1953.

The third session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:00 p.m., May 6, 1953.

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May 7, 1953

The Fourth session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at the Theresa Hotel, New York City, New York, at 11:30 a.m., May 7, 1953. Chairman M. P. Webster called the meeting to order with Brothers A. Philip Randolph, Henry Yates, T. D. McNeal, James White, A. Dailey, James Martin, John Mills, and C. L. Dellums present, which constituted a sufficient quorum to transact business. The other four members of the Board entered the meeting late. Prayer was rendered by Brother John Mills. The order of business continued as follows:

34. Educational program with particular reference to the financial statements to be used by the Vice Presidents.

It was agreed by common consent that whatever financial statement is used as a basis of the Zone Supervisors' talks should be the same statement and not left to the Zone Supervisors to give their own interpretations.

35. The International Convention.

The Chairman of the Board made reference to the speakers at the International Convention and stated that as an officer of the Organization, he would like to know who the speakers are out in front. The Chairman objected to the speakers in the last Convention for reasons stated. The International President gave a short talk in which he defended his action of inviting the speakers complained of by Vice President Webster. Vice President Webster maintained that his position on the situation had not changed.

36. Request made by Mrs. Benoit for funds to go to Convention.

It was moved by Brother Randolph and seconded by Brother Garran that the International President be requested to make a nominal donation to Mrs. Benoit toward her expenses in going to the Brotherhood's Convention in California.

37. Chicago, Burlington & Quincy Case.

The Chairman of the Board went into an exhaustive discussion of the CB&Q case involving our chair car porters, and the International President participated in the discussion supporting the position taken by the Chairman of the Board in connection with this matter. It was the consensus of opinion of the Board that every effort of the Organization be put forth to protect these jobs.

38. Railroad Retirement Board's present handling of unemployment benefits for extra porters.

It was moved by Brother Dellums and seconded by Brother Randolph that the Zone Supervisors be directed to find out how the unemployment benefit payments are made to the extra men in their Zones at their earliest convenience, and that they submit their findings to Brother McNeal, who will be directed to document the information and turn it over to the International President so that the matter can be gone into as soon as possible. The motion was passed unanimously.

39. Raids by International Association in the southwest and relation of raids to Union Shop Agreement.

Brother McNeal went into a detailed explanation about the difficulties which have arisen in the application of the Union Shop Agreement on the Missouri Pacific Railroad, and the efforts made by the so-called International Association, through its attorney Mr. Waddy, to capitalize on this situation by advising the men not to join the Organization under the Union Shop Agreement, and he is presently soliciting our membership for the purpose of making a change in representation.

It was moved by Brother Randolph and seconded by Brother B. Smith that International Vice President McNeal be authorized to consult with legal counsel in the St. Louis area and make an effort to get the best qualified man to handle this situation on the Missouri Pacific Railroad. The motion was passed unanimously.

40. Present practice of The Pullman Company in handling temporary transfer of porters.

It was moved by Brother Dellums that Brothers T. D. McNeal and C. L. Dellums go into this matter and study it to see what action can be taken. The motion was seconded by Brother James White. The motion was passed unanimously.

41. Handling of train porters and chair car porters finances and their financial reports.

By common consent it was directed that the International President take this matter up with International Secretary-Treasurer Totten and consult with Brother McNeal to see what it is all about.

42. Letter received from International President of Ladies Auxiliary, B.S.C.P.

In disposition of the letter received from Sister Wilson, International President of the Ladies Auxiliary, it was moved by Brother Randolph and duly seconded that the International President be directed to confer with Mrs. Wilson to determine what the financial problem is, and that he be authorized to work out any immediate relief that he thinks is needed. The motion was carried.

43. Caricatures of porters and waiters in advertisements.

It was agreed by common consent that Brother Randolph be directed to contact the Armco Steel Corporation and the Rigid Metals Corporation and make the most vigorous protest at his command to the caricatures that these people have made of porters and waiters in connection with some advertising matter put out under date of April 20, 1953, as it appeared in the Railroad Age.

44. Vote of thanks to the New York Division.

It was moved by Brother B. Smith and seconded that a vote of thanks be given to the New York Division for the hospitality extended to the International Executive Board. The motion was carried.

45. Adjournment.

The meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in New York City, New York, May 4, 5, 6, and 7, 1953, adjourned at 5:00 p.m., May 7, 1953.

Respectfully submitted,

M. P. Webster, Chairman
International Executive Board

Thomas Patterson

Thomas Patterson, Secretary
International Executive Board

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THE PRE-CONVENTION MEETING OF THE INTERNATIONAL EXECUTIVE BOARD OF THE BROTHERHOOD OF SLEEPING CAR PORTERS HELD IN LOS ANGELES AT THE COSMOPOLITAN HOTEL AT 2:30 P.M.

October 2, 1953.

AGENDA

MEMBERS OF THE BOARD:

A. Philip Randolph, International President
Ashley L. Totten, Secretary-Treasurer
M. P. Webster, 1st Int'l Vice-President, Chairman
Bennie Smith, 2nd Int'l Vice-President
C. L. Dellums, 3rd Int'l Vice-President
T. D. McNeal, 4th Int'l Vice-President
Thomas Patterson, Eastern Zone Supervisor, Secretary
A. R. Dailey, Member
G. C. Garran, Member
J. C. Mills, Member
Henry Yates, Member
James M. White, Member
James A. Martin, Member

1. At roll call all members were present.

2. Prayer was rendered by the secretary.

3. Minutes of the previous meeting was waived by common consent.

4. PENSION PLAN FOR THE INTERNATIONAL OFFICERS, A. PHILIP RANDOLPH, ASHLEY L. TOTTEN, M. P. WEBSTER, BENNIE SMITH, C. L. DELLUMS AND THOMAS PATTERSON.

A resolution was presented for the consideration of the Board by International President Randolph in behalf of the 6 officers of the Organization. After a lengthy discussion, it was moved by Brother Dellums, seconded by Brother J. A. Martin, that the International President be directed by the Board to draft a motion, explaining the procedure followed by the Board on the retirement of Brothers E. J. Bradley and J. C. Mills, and present it for confirmation to the convention. Further, for authorization by that body that the precedent adopted on the retirement of Brother E. J. Bradley be followed in providing pension for the six officers named on their retirement. Confirmation of action taken by Board in behalf of Brother E. Smith was also included for the confirmation by the Convention. The motion was approved.

5. PROPOSED AMENDMENT TO CONSTITUTION.

A discussion of resolution proposed by Brother C. L. Dellums to change or amend certain articles in the Constitution and By-Laws of the Organization. Motioned by Brother Randolph, seconded by Brother Smith, was approved that

Brothers T. D. McNeal and C. L. Dellums should get together and make a study of the Constitution and write amendment to current rules, affecting dues payments under the Union Shop Agreement and the requirements for voting eligibility, to conform with the Triennial Convention, and submit same to the Constitution Committee.

6. BROTHERHOOD'S PROGRAM IN ASSISTING THE GETTING OF MORE BUSINESS FOR RAILROADS AND THE PULLMAN COMPANY, ESPECIALLY MILITARY BUSINESS.

After a discussion, it was pointed out that the Organization, while not leading any movement for the purpose stated, should participate in any program that will bring more jobs to Railroads and the Pullman Company, and should draw up some directive to that effect. This was approved by common consent.

7. STATION DUTY.

A discussion was entered into regarding the abolishing of station duty by the Pullman Company in Montreal and Cleveland. By common consent, it was agreed that the Zone Supervisors should watch this situation and suggest such action as may be necessary, if the removal of the station duty porter is creating hardship on the porters - with recognition of the fact that, the use or non-use of a station duty porter is a prerogative of the Management. This was approved by common consent.

8. NATIONAL MOVEMENT FOR PAY RAISES.

Brother Randolph pointed out that at this time The National Association of Railway Labor Executives is pursuing a national program regarding pensions, vacation, health and sick benefits and passes, but not pay raises. It was pointed out that the ORC & BRT are asking for increases of 37½ cents per hour, for employees including some non-operating employees. It was mutually agreed that this matter should be referred to the Committee on Train Porters and International President Randolph was instructed to request a wage increase for the non-operating group of 37½ cents.

9. CONTRIBUTION TO NAACP NEGRO COLLEGE FUND AND OTHER MOVEMENTS.

International President Randolph stated that the fight to end segregation of schools by the NAACP, should be supported by the Organization because of its great significance and value to Negroes and Democracy. He requested the Board to donate $3000 to the cause and present the same to the convention for action. After much discussion, a motion was made by Brother Randolph and seconded by Brother J. Martin that $3000 be donated to the NAACP. The motion was approved. Chairman M. P. Webster voted against the motion and made a request that a record of his disapproval be shown in the minutes.

The meeting was adjourned at 5 P.M. to re-convene 2:30 P.M., October 5th.

The meeting re-convened October 5, 1953 at 2:30 P.M.

AGENDA.

1. Roll Call by the secretary.

   All members were present.

2. Prayer by the secretary.

3. FREE TRADE UNION COMMITTEES.

   This matter was held in abeyance by common consent.

4. ELIGIBILITY OF PULLMAN CUSTODIANS FOR MEMBERSHIP IN THE BROTHERHOOD.

   It was agreed by common consent that Pullman custodians were not eligible for membership in the Brotherhood under the present Agreement, since they are not mentioned in the Scope Rule.

5. ELIMINATION OF CLUB CAR SERVICE ON SOME TRAINS ON THE PENN. RAILROAD.

   The matter was brought to the attention of the Board that on trains running between New York and Washington, club car service was being eliminated from certain lines and porters were being used in place of attendants. The commissary service was being supplied by railroad dining cars. It was mutually agreed that this should be watched carefully by the supervisory officers in the zone, with the view of taking any necessary steps to prevent, if possible, any action that might deprive the attendants of their jobs.

6. INCREASE OF DUES.

   The Board agreed to recommend to the convention that the current dues be increased by one dollar per month, per member, and that the tax should be used for the building of the emergency fund. The allocation of the increase dues should be 75 cents to the International Organization and 25 cents to the local division.

7. COMPENSATION FOR LOCAL PRESIDENTS.

The Board held in abeyance any direct action on the compensation to the Local President but directed that further thought be given to it for discussion at the next Board meeting.

8. PENSION FOR INTERNATIONAL OFFICERS.

It was agreed by the Board that a resolution should be drawn up to be presented at the next meeting of the Board and introduced at the next convention on the general question of pension for International officers. The question was raised by Brother McNeal that the pension plan as presented, should be limited to the following officers: A. Philip Randolph, M. P. Webster, C. L. Dellums, Ashley L. Totten, E. J. Bradley and Bennie Smith. The final decision arrived at, was that the pension plan as suggested by the International President be used as a recommendation to the convention.

9. COLLECTION OF DUES FROM B & O TRAIN PORTERS OF THE TOLEDO DIVISION.

It was pointed out that the brother who collected the dues from the B & O porters of the Toledo Division was deceased and that this matter should be discussed by the Eastern Zone Supervisor, Thomas Patterson and the second President Bennie Smith, in order to find out the best method of collecting the dues.

10. ASSIGNMENT OF EXTRA EMPLOYEES AT AWAY-FROM-HOME STATIONS.

It was pointed out that there was no uniform method of handling the signing out of extra men at away-from-home stations by the Company. After discussing this matter from many angles, it was mutually agreed that Brothers Randolph and Dellums should get together on this question and submit their conclusion to the Pullman Company at a later date.

11. EDUCATIONAL PROGRAM WITH REFERENCE TO FINANCES.

A general discussion was entered into on this matter and it was mutually agreed that the zone supervisors should follow a uniform pattern in in discussing the finances of the Organization with the members.

12. CHICAGO, BURLINGTON AND QUINCY CASE.

The Board ruled that the resources of the Organization should be placed behind the fight of the Chicago, Burlington & Quincy case which involved members operating on that road.

13. AMENDMENT OF RESOLUTION #40.

The following amendment to Resolution #40, in order to clarify and strengthen Article VI of the Constitution of the Brotherhood. "All the powers, except legislative, of the International convention when in session shall, when the same is not in session, pass to and be vested in the International Executive Board. All the powers exercised by the International convention when in session, except legislative powers, and all the powers exercised by the International Executive Board when in session shall, when such bodies are not in session, pass to and be vested in the International President, except as expressly limited in the Constitution and such powers shall be exercised subject to the approval of the International Executive Board. All other International officers shall exercise such powers as are conferred upon them by this Constitution." It was moved by Brother C. L. Dellums, seconded by Brother T. D. McNeal and approved that the amendment to this resolution as written by Brother Randolph be accepted and referred to the resolution committee.

14. RULE 46, DUES, FEES AND ASSESSMENT.

It was agreed that this resolution be blanked and that the International President would appoint a committee to work on the change of the Constitution. This and others dealing with dues, assessment and fees should also be referred to the committee and reported to the convention.

15. CHANGING OF BONDS USED BY THE ORGANIZATION.

It was agreed that the Secretary Treasurer will check on the value of the present bonds to safeguard any loss that may accrue to the local division. If this bond is found not effective in doing so, it should be changed to one that will give greater protection against losses that may accrue from local divisions.

16. RIGHTS OF RETIRED MEN.

It was mutually agreed that Resolution #109 approved by the Fifth Biennial Convention in 1946 should be put into effect as regards to retired men. This resolution states that "porters who have been retired or discharged for union activities are eligible to have voice and vote and can hold any office within the gift of the Brotherhood."

Respectfully submitted,

M. P. Webster, Chairman
International Executive Board

Thomas Patterson

Thomas Patterson, Secretary
International Executive Board

POST-CONVENTION BOARD MEETING
OF
THE INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

The Board convened at 1 P.M., October 10, 1953 with all members present.

AGENDA

Prayer by Secretary, Thomas Patterson.

2. Roll Call.

Present: A. Philip Randolph, International President
Ashley L. Totten, Int'l Secretary-Treasurer
M. P. Webster, 1st Int'l Vice-President, Chairman
Bennie Smith, 2nd Int'l Vice-President
C. L. Dellums, 3rd Int'l Vice-President
T. D. McNeal, 4th Int'l Vice-President
Thomas Patterson, Eastern Zone Supervisor, Secretary
A. R. Dailey, Member
G. C. Garran, Member
J. C. Mills, Member
Henry Yates, Member
James M. White, Member
James A. Martin, Member

3. REVISING OF THE CONSTITUTION.

The International President appointed the following members of the Board to study the constitution, with a view of rewriting it: Brothers M. P. Webster, C. L. Dellums and T. D. McNeal.

4. APPOINTMENT OF FINANCE COMMITTEE.

On the Finance Committee, the following members were appointed by International President Randolph: Brothers M. P. Webster, C. L. Dellums and T. D. McNeal. This committee was instructed that Brother Ashley L. Totten was to be advised of any action taken by the committee.

5. COMMITTEE TO STUDY THE COMPLAINT OF MRS. JAMES BELL.

The Board discussed the complaint of Sister Bell, wife of the deceased member of the Board, Brother James Bell, regarding her annuity, which she considers too small. The matter was referred to Brother C. L. Dellums for handling, in whose zone Sister Bell resides.

The meeting was adjourned to re-convene the first Monday in May at the Chicago headquarters.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
International Executive Board
Minutes

1954–56

(2)

MAY, 1954

NATIONAL
Made in U.S.A.

23-280
4780 SI
Colored Tabs

23-281
4781 SI
Clear Tabs

NATIONAL INSERTABLE-TAB INDEXES ENABLE YOU TO MAKE YOUR OWN SUBJECT ARRANGEMENT, USING PLAIN INSERTS ON WHICH TO WRITE YOUR OWN CAPTIONS.

BROTHERHOOD OF SLEEPING CAR PORTERS
CHICAGO DIVISION HEADQUARTERS
3947 Drexel Blvd., 2nd Fl.
Chicago 15, Illinois

June 10, 1954

TO THE MEMBERS OF THE INTERNATIONAL EXECUTIVE BOARD:

Dear Sir and Brother:

Enclosed herewith is a Supplementary report of the International Executive Board from the May, 1954 meeting. This Supplementary Report is in three documents as follows:

1. The discussion held before the International Executive Board on May 5, 1954, prior to Brother Claud Grooms coming before the Board, consisting of 8 pages.
2. The statement Brother Claud Grooms made before the International Executive Board on May 5, 1954, consisting of 20 pages.
3. The statement made by the International President as directed by the International Executive Board in Item #39 in regard to the circulation of petitions by certain Chicago men.

Please put this with the original report which was sent to you previously. That composes the complete report of the International Executive Board at its meeting May 3-6, 1954, in Chicago, Illinois.

Fraternally yours,

M.P. Webster
M. P. Webster, Chairman
International Executive Board

Thomas Patterson
Thomas Patterson, Secretary
International Executive Board

SUPPLEMENTARY REPORT TO THE INTERNATIONAL EXECUTIVE BOARD INVOLVING DISCUSSION OF THE CLAUD GROOMS' MATTER

May 5, 1954

The following letter addressed to Brother Thomas Patterson by Brother Claud E. Grooms was read to the members of the International Executive Board by Chairman M. P. Webster.

"April 9, 1954

Mr. T. T. Patterson
Secretary of International Executive Board
Brotherhood of Sleeping Car Porters
217 West 125th Street
New York, New York

Dear Brother Patterson:

Mr. A. Philip Randolph, International President of the Brotherhood of Sleeping Car Porters, advised me in his letter of January 18, 1954, that I had a right to appeal to the International Executive Board concerning my being relieved of my duties in the Chicago-Midwestern Zone Office.

I am hereby making request to appear before said Board at its next regular session.

Fraternally yours,
/s/ C. E. Grooms
C. E. Grooms

cc:
Mr. Randolph,
International President of the B.S.C.P.
Mr. Webster,
Chairman of the International
Executive Board"

A letter written to Brother Claud E. Grooms by Brother Thomas Patterson in answer to the above letter was read to the members of the Board by Brother Thomas Patterson.

The following letter, sent to Brother Grooms by Brother M. P. Webster advising date and time of the Board meeting was read by Brother Webster:

April 27, 1954

Mr. C. E. Grooms
6629 Ellis Avenue
Chicago, Illinois

Dear Mr. Grooms:

In reference to your letter of April 22, 1954, in which you advise that you were informed by Brother Patterson that the International Executive Board would meet in Chicago May 3-6, 1954, and in which you point out that Brother Patterson suggested that you contact me for the date and time you may appear before the Board.

This is to advise that I cannot definitely say at this time just when you may appear before the Board because I haven't seen the agenda, and I probably won't get it before Monday, May 3, 1954. However, I think I can safely say that we can arrange a time for you to come before the Board either at the opening of the Board meeting on Wednesday, May 5, 1954, or the opening of the Board meeting on Thursday, May 6, 1954. It will be either one of those two days, and I will advise you at least a day before or sooner if possible.

Fraternally yours,

M. P. Webster
1st International Vice President"

MPW:eig

MR. MCNEAL: What Constitutional provision is there that permits this matter to be brought before the International Executive Board? What right has he got to bring this matter here?

MR. RANDOLPH: Inasmuch as he was working under International supervision and was one of the International Employes, we did accord him the privilege of coming before the Board. I think perhaps the word "right" was not properly used in the case, but I did say that he had the right. We do not have a provision for this thing in the Constitution, but I think we ought to accord him the privilege.

MR. MCNEAL: I am not opposed to his coming in at all, but I just wanted to know if there was a Constitutional provision.

MR. WEBSTER: I would like to add to this discussion that at the time of relieving Brother Grooms on the 31st of December after a $2\frac{1}{2}$ hour discussion, I told him that if he was dissatisfied with what I had done, the next step was to go to Brother Randolph, and he probably could go to the Board, and eventually to the Convention. It might be well for the Board to know that so far as I know, since Brother Grooms has been relieved, he has not been to Brother Randolph. I told him at the time that he could take the matter to Brother Randolph. Technically I don't think he has a right to come before the Board, but I have no objection to his coming before the Board.

MR. MCNEAL: Insofar as the Constitution is concerned, I think it was wrong to tell him that he could come here and to the Convention.

MR. WEBSTER: Possibly you are correct.

MR. MCNEAL: If Brother Grooms has that right, so has Miss Gilland. I believe that if we don't properly handle it, we will be setting a precedent here that could be embarrassing. I consider Claud a personal friend of mine, and I certainly am not saying anything to indicate that I don't want him to come in since he was told that he could come in. But I think we should be conscious of the fact that we are according him this privilege and that he has no right to come in. If we want to provide such a right, it will have to be done at the next Convention.

MR. PATTERSON: I would like to read the following procedure from the Constitution.

> "When charges are preferred against any officer or member of the International Organization, for violation of obligation or neglect of duty, those members of the International Executive Board not personally involved in the charges shall conduct the trial."

I would like to say that in order for the Board to hold such a hearing, formal charges would have to be placed against an International Officer. No charge was read against an International Officer in this situation. Then the Constitution further provides:

> "He (referring to the International President) shall have the power to act, and decide upon any emergency arising in the affairs of the Brotherhood, not otherwise provided for herein."

MR. MCNEAL: Are you suggesting that this is an emergency.

MR. PATTERSON: I would consider it so.

MR. MCNEAL: Then the President has decided, and the Board had no right to review his action, so far as the President is concerned.

MR. WEBSTER: The case of relieving Brother Grooms was never taken to Brother Randolph, but another procedure was followed, which I won't go into at this time. So far as I know, it has not been taken to Brother Randolph.

MR. MCNEAL: I understand that he cannot be relieved unless Brother Randolph did it.

MR. RANDOLPH: He has not formally brought the case to me.

JOHN MILLS: Who hasn't brought it to you.

MR. RANDOLPH: Brother Grooms.

MR. DELLUMS: I am afraid that the wording of Brother Randolph's letter to Brother Grooms telling him that he had a right to appeal to the Board probably led him to believe that he would have a full-dress hearing. I think that ought to be clarified. I have no objection of extending that courtesy to Brother Grooms as a member of the Organization, but he has no right as a former employe to appear before the Board to make a statement. I am only agreeable to extending that courtesy to him as a member of the Organization and not as a former employe. I think something should be done to let him know that it was a mistake to let him appeal to the Board. The Board is in accord to extending him the privilege, of course.

MR. MCNEAL: Brother Randolph told him that he could appeal to the Board.

MR. GARRAN: Just a point of information, since Brother McNeal made a statement about a Constitutional provision, which I concur with wholeheartedly because there is no provision in the Constitution. I am thinking that since these letters have gone out and the permission has been granted by the Chairman in giving him a date and time to appear before this Board and concurred in by the International President, wouldn't it be embarrassing upon both the President and the Vice President to ignore that.

MR. WEBSTER: Unless we didn't let him appear here.

BENNIE SMITH: We all understand all the technicalities. We understand whether or not the matter has a right to come before the Board. We have no reason to be dickering whether or not it is a Constitutional right. That is a matter for us to decide, that will be in the decision. I think we are losing time. We all understand that we are extending a courtesy to him to come before this Board, and not as a matter of right or a Constitutional provision. I notice that he has a stenographer. That is all right. Let him state his case, then we will decide.

JAMES MARTIN: May I ask a question. If an International employe can't appeal to the President or the Board, what other source does he have?

MR. WEBSTER: In answer to that question, I would like to say that an International employe is an employe. I think that is one thing we ought to understand. This International employe was appointed, and an appointed employe holds his job by grace of the International Organization. An appointed employe who holds a job is in a semi-official capacity by grace of the appointment by the International, and he can be unappointed in the same manner he was appointed. When this man was relieved of his services here in Chicago (that is all I did, relieve him of his services; I didn't have the authority to fire him, and he was paid for six weeks after that), I advised him that if he was dissatisfied with my action he could take the matter to Brother Randolph who was my boss. I also advised him that he could take the matter to the Executive Board, which was prompted largely by the fact that he was a member of the Organization. The only difference between Brother Grooms and any other employe is that for any other employe we would go out in the street and hire a man. In Brother Grooms' case we hired him instead of going out in the street and hiring somebody.

Brother Grooms held a position like Brother McLaurin holds at the present time and Brother McNeal did hold, and Brother Dewey Miller who was relieved of his duties in the St. Louis office in a similar situation. That is the only action that could be taken, and that was the only action that was taken in relieving Brother Grooms, an employe of the International, of his duties under my jurisdiction. Brother Grooms held the title of Assistant International Field Organizer, and Smitty was an International Field Organizer, both of whom were appointed. In fact, when Grooms was appointed as Assistant Field Organizer, he was paid as such from the International Organization. As head of this Zone, he worked under my direction, and the only right he actually had was to go to Brother Randolph over my head because Randolph is the boss of the whole works.

Of course, I have no objection to his coming before the Board or any place else. That is one of the reasons why I suggested it to him. I told him that he probably could get it before the Convention, but I agree with the statements made here, that is, he doesn't come before this Board because of a right. He only comes before the Board because we told him and as a matter of courtesy. If the Board wants to make that statement to him at the beginning as the consensus of opinion of the Board, it is all right.

BENNIE SMITH: I don't think that is necessary. I think all this is a kind of prejudgment on the whole situation. I think every member of the Board knows how we are going to analyze it when it comes in.

MR. TOTTEN: It is not generally accepted. Has this been generally accepted--an official not elected is merely an employe?

MR. WEBSTER: No question about that.

MR. TOTTEN: I only asked.

MR. MCNEAL: Yes.

MR. WEBSTER: I want to give this illustration. Jones came before the Resolution Committee in St. Louis and raised an issue about International Officers having the right to vote in Conventions. He was referred to the Constitution. He read the Constitution and then asked, "What about McLaurin?" He was told that McLaurin was an International employe and not an International official. That was back in 1942. The only officials we have are our elected officials. An official cannot be appointed. He is only appointed as an employe. Nobody has the right to make an official of the Organization except by election.

MR. TOTTEN: I only wanted that clarified because it was not generally accepted.

MR. MCNEAL: I think we are wasting time. I am told that Brother Grooms has a stenographer with him. I think that is one thing the Board has to decide. If this is not supposed to be a full-dress hearing, I think we will have to decide what sort of procedure it is going to be.

MR. RANDOLPH: I would say that this is not a trial where evidence is being taken pro and con. Hence I think a stenographer brought in by Brother Grooms would not be apropos.

MR. WEBSTER: We have a stenographer here to take everything we want her to take. I don't see why he needs a stenographer brought in. However we can deal with the matter when it arises. The matter will be presented to the Board, and the action taken will appear in the minutes, which are available to the members in the same manner as are all other Board minutes. There need be no change in this particular case. This is definitely not a trial. No effort should be made here to produce evidence pro and con. He asked Brother Randolph to appear before this Board, and he was given that privilege, that is it.

MR. TOTTEN: Is Brother Webster going to preside at this meeting.

MR. WEBSTER: I am Chairman of the Board, and if you want to unload me, alright, but as Chairman of this Board, I have a right to preside.

MR. TOTTEN: I am not raising that question.

MR. WEBSTER: I am sorry.

MR. TOTTEN: Let me make myself understood. In connection with this situation there was a petition......

(Mr. Totten is called to the telephone.)

MR. WEBSTER: I will answer the question. The petition was outlawed. The petition was a violation of every principle of this Brotherhood of Sleeping Car Porters. There were less than ten men actually interested in the petition. Those ten men held a rump meeting out here and got other men to take the petition to the membership. This petition was not a response from the membership. It was simply the action of a handful of men. They took this petition out in the street, the pool halls, the depots, and they even took it to the house of a porter who was sick.

MR. MCNEAL: I would like to personally ask that we extend to Brother Grooms every courtesy while he is in here.

MR. GARRAN: I am asking as information, inasmuch as Brother Totten raised the question about Brother Webster. I feel that the Chairman of the Board would be in a better position to present his defense of whatever might be said by Brother Grooms if he was not in the chair. I believe that, Brother Totten.

MR. WEBSTER: I haven't asked the Board to let me bring anything here to give in defense. If the Board calls on me to give a defense that is another story. The only thing involved is that this Board was asked permission to let Grooms come before the Board. What he is going to say, nobody knows. After he makes his statement, it is up to the Board to make up its mind what disposition to take. I am not here to defend myself before this Board.

MR. GARRAN: In case he said something, you might like to say something in defense.

MR. WEBSTER: I haven't the slightest intention of entering into any controversy with Grooms before this Board unless the Board itself decides that. So far as I am concerned, the action has been taken and the matter was turned over to the International President, and I am through with it. When I took action on December 31st, he was told that any other action taken would have to be brought about by somebody else. I haven't the slightest intention of making a defense unless the Board desires it.

MR. SMITH: I think all this is unnecessary. We can't decide these issues before we call the man in.

MR. WEBSTER: Are you ready to call the man in.

BOARD: Yes.

(Mr. Grooms is called into the meeting.)

STATEMENT OF CLAUD GROOMS BEFORE INTERNATIONAL EXECUTIVE BOARD
May 5, 1954

MR. WEBSTER: In order to get started, this is Claud Grooms whom we all know.

Brother Grooms is here as a result of a letter that was submitted to him by Brother Randolph. He later submitted a letter to the Board, which was read to you just before he came in.

First, I would like to inquire who is the young lady and for what purpose is she here.

MR. GROOMS: To take what is said during the time I am in here.

MR. WEBSTER: This is a legal Board meeting, and it is not any different than any other Board meeting. Any record made will be taken by the stenographer generally used and has been used for years, which will appear in the minutes of the Board. There will be no extraordinary procedures in that respect.

MR. GROOMS: Is that the consensus of the opinion of the Board that I cannot use my stenographer.

MR. WEBSTER: Brother Grooms, I made the statement which is the consensus of the opinion of the Board.

MR. GROOMS: Yes.

MR. SMITH: Can I ask Brother Grooms a question. Since you know every member on this Board, do you or do you not in your association with this Organization, or rather, will you or will you not rely upon the records made by the stenographer of the Organization.

MR. GROOMS: Mr. Smith, I would like to rely upon the record, but I thought I would have the privilege of using this girl inasmuch as she helped me to prepare this document I am going to present. I can't see what would be wrong with that.

MR. SMITH: You are evading the question. I asked you do you or do you not rely upon the records made of the minutes of the Board. Is there any special reason why you will not rely upon the records which will be made on this particular hearing by the stenographer we always had.

MR. GROOMS: I will rely upon the records made by the Board.

(The stenographer who accompanied Mr. Grooms leaves the room.)

MR. WEBSTER: Are you ready to proceed.

MR. GROOMS: I would like to say that I would like for the records to be typed up immediately and a copy given to me. I feel that I am entitled to that.

MR. WEBSTER: In regard to typing up a copy immediately, the action of the Board in this case will proceed as usual. This matter will be handled in the same way as any other matter. I am sure that there is no disposition on the part of the Board not to give you a copy of the statement you made. Is there any objection on the part of any member.

MR. RANDOLPH: I don't think so.

MR. SMITH: We shall see this thing through. Do you have any question about the integrity of this Board on how it handles its business? This matter will be handled like all other matters.

MR. GROOMS: I have the utmost confidence in this Board.

MR. SMITH: That is what I was thinking.

MR. WEBSTER: Are you ready to proceed?

MR. GROOMS: I want to ask who is acting as Chairman.

MR. WEBSTER: I am the Chairman of the Board.

MR. GROOMS: Would you be kind enough to relinquish the Chairmanship to the Secretary of the Board or to some other member of the Board.

MR. WEBSTER: No, I will not.

MR. GROOMS: Is that the consensus of opinion of the Board.

MR. RANDOLPH: Brother Grooms, I think that is unnecessary. You needn't have any fear of the justice of the ruling made by the Chairman, and the

Chairman expresses the opinion of the Board.

MR. MCNEAL: Brother Grooms, I did not want to delay this matter, but I have the impression that you are in the belief that you are being accorded a formal hearing on appeal, is that your understanding.

MR. GROOMS: According to our Constitution, I haven't found really the proper procedure as to what should be done. In Mr. Randolph's letter to me he stated that I could appeal to the Board.

MR. MCNEAL: Did he use the word "appeal".

MR. GROOMS: If I am not mistaken. Just a minute. Here is the paragraph:

> "Relative to a hearing before the Local or International Executive Boards to which you refer in your letter, may I say that you have a right to present this matter to the International Executive Board but not to the Local Board inasmuch as it is not a Local matter."

MR. MCNEAL: I thought you ought to know the reason for the exclusion of this young lady with you. The Board is not under the impression that this is a hearing on appeal. The Board extended you the courtesy to come in on the basis of your being a member of the Organization for many years, who has something to present to the Board. It is not in the nature of a formal hearing. I thought that if you knew that you might understand the facts and thinking upon which the Board will base its conclusion, and I thought it would put you in a better position to actually present whatever you are going to present to the Board.

MR. GROOMS: Thanks.

Mr. Chairman and members of the International Executive Board: Gentlemen, I was relieved of my duties in the Chicago-Midwestern Zone on December 31, 1953. I think my dismissal was summary and unfair. I come before you today not to engage in any vicious character assassination nor to challenge leadership, but simply to seek democratic justice, a precious Constitutional right which not only suffered a heavy blow in my case, but is locked in a struggle for survival all over the world. Gentlemen, forgive me for any personal note in occasionally stating what I have to say.

Please bear in mind that the accent is not on any person but rather on the deed.

It would take a better actor than I to hide the fact that these events have causedme a great deal of pain. I assure you that it was no easy task to devise this fate after devoting over a quarter century to our Organization. I can sympathize with Enos Slaughter on how he must have felt when the Cardinal Management sold him after giving his best years to the ball club, but at least in Slaughter's case a reason was given. It was for the good of the team. If I could honestly believe that my dismisal was for the good of the Organization, I could force myself to adjust to the situation. But an investigation would disclose that the Chicago-Midwestern Zone is badly shaken and its morale is at a low ebb. This causesme additional anguish thinking that I, a person who always sought to promote cooperation and harmony, am innocently involved in a situation that fosters dissention in the Organization that is close to my heart. It is downright flusterating.

I sought this audience with the International Executive Board because there was no other avenue open for me. After having been discharged, this is the first opportunity I have had to speak. I would like to give you a background of the case.

Now as you know, I have been a member of this Organization since 1926. I have given my time and energy and my whole heart to the building of this Organization. One day at the old State Street address, I was in Mr. Webster's office. While talking with Mr. Webster he stated that if Smitty were out of the picture, I would be the man to take his place. Smitty was Secretary-Treasurer of the Local Division and International Field Organizer. You will remember that Smitty was ill for quite some time and since I was on the scene daily, I couldn't help but observe that Smitty was failing generally. Approximately 5 or 6 months before our 1953 election I asked Smitty if he was going to run for Secretary-Treasurer and he said that he didn't know. I said nothing else to Smitty about it, but on June 22, 1953, I came back here to Mr. Webster's office at 11:30 a.m. When I walked into this office and sat in the chair by the door, I asked Mr. Webster if Smitty was going to run for Secretary-Treasurer. Mr. Webster's answer was that he didn't know. That answer I want you to remember. I told Mr. Webster that I was going to run if Smitty didn't because I had been around a long time and was able to do the work, and I felt that I was entitled to be Secretary-Treasurer inasmuch as it was the number 2 job in the Local. Mr. Webster stated that it would not take a man as long to learn to be Secretary-Treasurer as it would to do the job I was doing. He said that I could run if I wanted to and that he felt I could win over any opposition, however he wished I wouldn't seek that position because the result would be a catastrophe inasmuch as he had to drop so much of his work in my lap and he didn't have much longer to be around. He said that I would be an International Field Agent and that I shouldn't subscribe to the small Secretary-Treasurer job and hem myself in the office. At 12:30 p.m. Mr. Webster received a telephone call. I looked at my watch, and while he was on the phone, I left for lunch.

When I returned Mr. Webster was over talking with Mrs. Wilson, leaning over the railing. He said, "Come over Claud, let's finish our conversation." At that time a man came in from the Chicago Eastern District with some papers to be filled out. While working on the papers, I asked Crowder who happened to be around to buzz Mr. Webster and tell him that I would be back there after I filled out these papers. Evidently he did because when I came back here Crowder was in the office. Again Mr. Webster tried to prevail upon me not to run for Secretary-Treasurer. He reiterated that I should not subscribe to hem myself up in the Secretary's office because I would be an International Officer. I suggested that he give me 24 hours to reach a decision. Whereupon Mr. Webster stated, "I have my speech made up and it is almost meeting time." Remember that statement. When I requested 24 hours, I had in mind to call Brother Randolph and ask him for his opinion because I thought it was that important. Mr. Webster didn't know this. He didn't know what was in my mind. Later he said it was a gimmick and Portwood Johnson and James Martin were in my office. This was a misstatement of fact. Johnson and Martin were sitting together in the hall where dues are collected. I don't know who told Webster that but I am sure he didn't see them or anybody else in my office. Any person who said otherwise got the facts mixed up. Both men were sitting out where the dues are paid in the window and not in my office. Mr. Webster could not have seen them there.

If I had run for Secretary-Treasurer, I wouldn't have gotten angry if other men were nominated. I certainly feel that the Organization should be run democratically and people should have a right to run for any office they desire. However, I wasn't in the race. I told Mr. Webster that I would forget about it. He thanked me cordially saying, "I appreciate that too, I appreciate that too." Now when I told Mr. Webster that I had forgotten about it, I meant the Secretary-Treasurer's job and nothing more. I did not mean that I would have no special preference or that I wouldn't support any nominee that I chose. Definitely not.

Shortly thereafter the meeting was called to order. After the preliminaries, the nominations began. After the President, the First Vice President, the Second Vice President, and the members of the Executive Board were nominated, Mr. Webster relinquished the seat to Vice President Manson and demanded to be heard. From the first he nominated Mr. Kyle for Secretary-Treasurer. This procedure is not in violation of the Roberts Rules of Order, but it certainly is not in keeping with procedure anywhere nor is it considered in good taste especially in terms of democracy. During Mr. Webster's nomination speech, he informed the men that I wanted to run for Secretary-Treasurer but he prevailed upon me not to do so and not subscribe to the small job inasmuch as I was a person of International status. I paid particular attention to Mr. Webster's speech. He did not use the words "Field Organizer", he used the words "Field Agent". I told Mr. Randolph that he used the words "Field Agent" and Mr. Randolph said that he meant "Field Organizer".

Mr. Manson and Mr. Martin were present on June 22nd at the first nomination meeting, and heard Mr. Webster make the speech telling the men of the good job I was doing. I mention these two men because most of you know them. I could name others. You know Mr. Manson as the First Vice President of this Local, and you know Mr. Martin as a member of the Local and International Executive Board. I can name others if you would like. I could have Mr. Manson, if you would allow me that privilege, to testify to that fact, that Mr. Webster made this kind of speech on June 22nd. Mr. Martin was there, and you can ask him if Mr. Webster made this kind of speech. I find it hard to reconcile the fact that such a speech was made in 1953, that it would be a catastrophe for me to run for Secretary-Treasurer because my work was so important, and a few months later brand me as being insecure.

I seconded the nomination on the first day of the series of meetings. The second day he built me up, but not nearly as much as he did the first day because I had seconded the nomination. I want you gentlemen to know that any time I nominate or second or vote for anyone it is done from my heart and not from any special like or dislike. It is alway based upon what I honestly feel is best for the Organization.

As time passed Mr. Webster's speeches became so offensive in the Organization I went to Mr. Randolph at the hotel and informed Mr. Randolph that if he did not stop Mr. Webster from making the kind of speeches he was making I was going to speak. Mr. Randolph has been coming to Chicago for 28 years and I have never bothered him before. Only to invite him someplace. But I went on this occasion and informed him of what was going on. I said that Mr. Webster's speeches were offensive. Smitty had retired, refusing to run for Secretary-Treasurer, and Mr. Webster had had meetings, before opening the ballot box, for a number of days and talked one hour to elect Mr. Kyle Secretary-Treasurer. In his speech he would say, "It started right here in the office. I know where it started." I am the third person in the office. Who was he talking about? That is why I went to Brother Randolph. He was not talking to Mr. Kyle or Smitty. I am the only person in the office other than Mr. Smith and Mr. Kyle. I suggested that the three of us talk together and meet together. Mr. Randolph said, no, he would talk to Web.

Gentlemen, there were a few statements I asked you to remember. First, I asked you to remember the answer I received when I asked Mr. Webster if Smitty was running for Secretary-Treasurer, and the reply was that he didn't know. Next I asked you to remember Mr. Webster's statement when I asked for 24 hours to make up my mind. He said that his speech was already made up. Shortly thereafter he nominated Mr. Kyle. Don't you think that this is a little less than straightforward.

When I told Mr. Webster that I should have been the first to receive consideration for the 1953 Convention, Mr. Webster made the statement that he and I both couldn't be out of the office at the same time. Today I am not in the office at all.

After the Convention, I went on my vacation and I went to New York. While there I talked with Brother Randolph. I told him what Mr. Webster had said, that a consideration would be given the people who were in the lower income brackets and that Mr. Webster said that I would be an International Field Agent. Mr. Randolph said that he did not see why I should not be an International Field Organizer, and he could correct the inequality in pay. He raised my salary $50.00. So I received the raise as of November 1, 1953. I suggested to Mr. Randolph that he talk to all of us. He said that he didn't think it was necessary and that I should talk with Mr. Webster at some time. Mr. Randolph was in Chicago in December at a series of meetings. One morning on his invitation I went to see him on my way to work. Mr. Randolph asked how was everything and I said okay. He told me to talk with Web. I told him that I would carry out his instructions and would see Mr. Webster. Mr. Randolph suggested that I go in and see Mr. Webster the following day. That was December 31st. Mr. Randolph stated that I should let Mr. Webster know that my intentions were for the best interest of the Organization.

Mr. Randolph left on the 30th if I am not mistaken. I pondered over what to say to Mr. Webster. I hadn't done anything to him and I didn't owe him an apology. Nevertheless I came in to see him. During the course of our conversation, Mr. Randolph referred to that election thing. Mr. Webster didn't know that Mr. Randolph had made a statement concerning the election. However, this statement proved to be the sole reason why Mr. Webster rendered the decision that he did.

On the morning of the 31st I tried to see Mr. Webster but he was out at the time. That afternoon I buzzed and told Mr. Webster that I would like to see him. He said, I want to see you too. So I went to his office and told him that I felt that personalities should be forgotten and that the Organization should be placed above everything else. I asked Mr. Webster if he didn't feel the same way. He replied, and I quote, "I am not on trial. Go ahead and talk. When you get through I will have something to say." When I finished, Mr. Webster said that he was within his rights as First International Vice President and Zone Supervisor of the Chicago-Midwestern Zone, and that I would not serve in this Zone any longer as of December 31, 1953. He told me that two strong minds should not be together and he wasn't going any place. That was a hard way to usher in the New Year. Around three o'clock in the afternoon I learned my fate. He also said, and again I quote, "I agree that you did what I ordered you to do. You don't feel the same like you used to. I can look at you and tell that you resent me." This seemed to be his theme. I never told Mr. Webster that I resented him or disliked him. I wonder if his conscience was bothering him. Probably if the positions were reversed, knowing some of the things he had done to me, had he been in my place, I certainly know that I would be resented. He also stated that he didn't get Mr. Randolph out here to go on any conference with him, but he had him out here for me because he didn't have the right to tender my dismissal.

I would like to read some correspondence about same between Mr. Webster and Mr. Randolph about myself. This letter I wrote to Brother Webster:

"6629 S. Ellis Avenue
Chicago, Illinois
January 2, 1953

First International Vice President
Brotherhood of Sleeping Car Porters
Mr. Milton P. Webster
3947 Drexel Blvd.
Chicago, Illinois

"Dear Brother Webster:

I requested a conference with you December 31, 1953, with the object in view of discussing our relationship and hoping to reach a mutual understanding. You acknowledged that I carried out instructions and did the work. Following your remark that you had something to say; you stated that I wouldn't serve any longer as your assistant in the Chicago zone which is under your jurisdiction effective as of December 31, 1953. I did not know that I was your assistant. The only official title I had was Second Vice President of the Chicago Division of the Brotherhood of Sleeping Car Porters. That is an elective office.

After giving some thought to your decision I want to say that I joined the organization in the early part of 1926; shortly after I started to work for the Pullman Company. I have sincerely devoted my time to the building of the organization without selfishness. I have been working in the office regularly since 1942. Starting when the pay was very low. I have given twelve to thirteen years of earnest endeavor without redress. To be informed orally on the date of the discussion that I was discharged as of that date is as bad or worse than the Pullman Company prior to 1937.

I am requesting an official letter of my discharge. I shall remain in my present position in Chicago until I have received such a letter.

Respectfully and Fraternally,

/s/ C. E. Grooms

2nd Vice Pres. Chgo Sleeping Car Porters
C. E. Grooms

CC/ Mr. A. Phillip Randolph - Intl. President Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York, N. Y."

This is Mr. Webster's letter to me dated January 4, 1954:

"Mr. C. E. Grooms
2nd Vice President, Chicago Division
Brotherhood of Sleeping Car Porters
6629 So. Ellis Avenue
Chicago, Illinois

Dear Brother Grooms:

This will acknowledge receipt of your letter of January 2, 1954. In reply thereto I wish to state first that when you make the statement, 'You acknowledged that I carried out instructions and did the work', that is not correct. I made no such statement as that. You further stated that you did not know that you were my assistant. I did not tell you that you were my assistant. I told you what I thought you already knew, that is, you are being paid by the Brotherhood of Sleeping Car Porters, working under my jurisdiction as

First International Vice President. In fact your position was the same as all other men who occupy positions as International Field Organizers, Assistant International Field Organizers, and Temporary International Field Organizers.

It is true that you were elected the Second Vice President of the Chicago Division, and you are still the Second Vice President of the Chicago Division. I am fully cognizant of the number of years you have worked here, and all of us started at low pay, and sometimes we didn't get any pay at all. I wish to further set forth that you have not been discharged, but as I pointed out to you, you have been relieved of your duties here in this office which you performed as Assistant International Field Organizer under my direction as First International Vice President, effective as of December 31, 1953. As you were informed in the conference, you are still on the payroll. Therefore, it is not necessary to give you any official letter of discharge because you have not been discharged. In fact your status has not changed insofar as the Organization is concerned, but as an employe of the International Organization, you have been relieved of your duties here in the Chicago-Midwest Zone Office.

Yours truly,

MPW:eig
cc: Mr. A. Philip Randolph

M. P. Webster
First International Vice President"

Brother Totten, in addressing or in writing to the members of this Board and the Vice Presidents of the Organization, don't you use titles such as First International Vice President, Second International Vice President, etc?

MR. TOTTEN: I do.

MR. GROOMS: If anyone has a title, you would address him as such?

MR. TOTTEN: I recognize the title. Sometimes I don't put it on the letters, but sometimes.....

MR. GROOMS: I have some 35 or 40 letters here, and I have yet to find (if you care to examine them) where I have been addressed as Assistant Field Organizer. Did you know that I was an Assistant International Field Organizer Mr. Totten?

MR. TOTTEN: I knew you were on the payroll. I understood that Ernest Smith was the Secretary-Treasurer and an International Field Organizer. I did not know your title.

BENNIE SMITH: How were you addressed?

MR. GROOMS: You may look at them. Mr. Claud E. Grooms.

BENNIE SMITH: How is that letter addressed?

MR. GROOMS: Mr. C. E. Grooms, 2nd Vice President, Chicago Division. I did not know that I was an Assistant International Field Organizer until after I was discharged. I did not know that I had a title of Assistant Field Organizer until after I was discharged. I asked you if that was your procedure in writing letters. I will be glad for any of the members to look them over.

MR. TOTTEN: Of course, my secretary would put your title on the letter, but I didn't because I just don't know it.

MR. GROOMS: Mr. Totten, it wasn't that I was trying to get anything. I wanted to know if you knew I was the Assistant Field Organizer.

MR. TOTTEN: No. I knew you were on the International payroll.

MR. WEBSTER: I would suggest that you let Brother Grooms finish, then ask questions.

MR. SMITH: Brother Grooms, is it not a fact that it is common knowledge that you are the second Vice President of the Chicago Division?

MR. GROOMS: Yes.

This is the correspondence between Mr. Randolph and myself, dated January 15, 1954:

"Mr. A. Philip Randolph
International President
Brotherhood of Sleeping Car Porters
2588 Seventh Avenue, Apt. 3, House 7
New York, New York

Dear Brother Randolph:

I have informed you of my being relieved of my duties here in Chicago by First International Vice President Webster. Prior to December 31, 1953, I requested you three times to talk with Brother Webster and me together, but to no avail. I had not suspected those times that I would be relieved of my duties. Brother Webster placed no charge in his letter as to why I was being relieved from my duties, nor did he call me before the local or International Executive Boards before relieving me and grant me a hearing, which is a cardinal principal of the Brotherhood of Sleeping Car Porters. In Brother Webster's letter of January 4, 1954 he stated that I was still "on the payroll, but was relieved of my duties in Chicago, Mid-West Zone Office. He did not state to whom I should report or what I should expect. When I informed you of the action taken by Brother Webster, you said to give you a few days to think. Today is January 15, 1954 and I have received no word. Please let me hear from you.

Fraternally yours,

/s/ C. E. Grooms
Second Vice Pres. Chicago Division
Brotherhood of Sleeping Car Porters

This is Mr. Randolph's letter to me dated January 19, 1954:

"Mr. C. E. Grooms
6629 Ellis Avenue
Chicago, Illinois

Dear Brother Grooms:

This will acknowledge receipt of your letter of January 15, 1954, concerning your present status in the Brotherhood, following Brother Webster's informing you that you were relieved of your duties in the Chicago-Midwest zone office.

May I say that I, as indicated to you, discussed the question of your working with Brother Bennie Smith in the Detroit-Pittsburgh zone, but he, as he has in the past, took the position that he was not in need of any assistance. Now, since there is no other zone where I can place you, it appears that there is no alternative except for you to return to the road at the end of January.

May I say that I have given careful consideration to your situation during and since our talks about it, and I have been unable to find any solution to same, except as herein indicated.

If there are any developments that may require more personnel in the Brotherhood for which you may be available, may I assure you that I will give you the first consideration.

Relative to a hearing before the local or international executive boards to which you refer in your letter, may I say that you have a right to present this matter to the international executive board, but not to the local board, inasmuch as it is not a local matter. It is an international matter.

Of course, you may feel free to have a conference with me on any suggestions that you may have concerning this matter at a time which is mutually convenient.

Fraternally yours,

A. Philip Randolph
International President

APR:W
cc: Mr. M. P. Webster"

BENNIE SMITH: I would like to ask Mr. Grooms a question. In the first letter you read, is your title shown on that?

MR. GROOMS: I just signed it Second Vice President, Chicago Division.

BENNIE SMITH: I just wanted to know.

MR. GROOMS: According to the Constitution of the Organization, a letter going out to the membership is supposed to specify the subjects that are to be discussed. A letter of January 20, 1954, gave the dates of the meeting and itemized eight subjects. After Mr. Webster spoke on these items, Mr. Webster made me the 9th subject. You might want to read that. (Hands letter to Mr. Patterson.) After speaking on these items Mr. Webster made me the 9th subject which is a violation of the Constitution of the Organization. However, I wonder if it was a violation inasmuch as Mr. Webster was the offender. He read a long paper in which he stated the many things I didn't do or supposed to have not done at different times. I am requesting that this statement be read.

MR. WEBSTER: You proceed with whatever you have to proceed with. The Board will determine whatever procedure should be taken. If the Board decides that I should read that statement, then we shall determine it at that time.

MR. GROOMS: Most of these charges are of such an unsubstantial nature I won't burden you with an itemized rebuttal. However, there is one case which was magnified in his reading, this being my failure to carry out instructions. One time I went before the National Railroad Adjustment Board to read a submission. Mr. Webster had to leave the city and his instructions to me were that I should read the submission and that I should not answer any questions. Mr. Randolph, you might have information that I ignored Mr. Webster's instructions. That is definitely untrue. Mr. Webster instructed that I should read the submission and not answer any questions. He referred me to a Mr. Smith, if I am not mistaken, who was a labor member of the Board. His advice was that I contact this labor man. I told him what Mr. Webster said, that I should read the submission and not answer any questions. He said that this might come before a Referee and if the Referee asked you any questions you would have to answer the questions. The Referee asked several questions and I answered them as best I could. I wasn't supposed to answer any questions, yet I was supposed to follow the advice of this labor man, whose instructions turned out to be slightly contradictory. I chose the line along the same logic as the labor man. Now I stand accused for not following instructions. I don't know whether this was in April, May, or the first of June, but up until this date Mr. Webster has not called me in this office and showed me where I have answered the questions wrong. Maybe they were, but he has not done that. When he returned to the city, I told him that I had answered the questions and what occurred. But certainly up until this date, May 5, 1954, Mr. Webster has not called me here and pointed out my mistake as to answering the questions. This leaves me in a quandry as to whether he was sincere in wanting me to be able to appear before the Board. I have been in this office working regularly since 1942, and I have been to the Board a half dozen times. This is the first time I had to read a submission. Doesn't it look reasonable that if he wanted me to appear before the Board he would have taken me down to the Board. If I had made a mistake in answering the questions, I would say that Mr. Webster had fallen on this occasion.

I would also like to state that Mr. Webster told me before I went to the Board, using Mr. Webster's words: "Mr. Patterson messed the case up. I don't think we can do anything about it." Now since I have been relieved of my duties, he states that Mr. Patterson said that he had no business letting me mess the case up.

This letter dated January 20, 1954, after Mr. Webster read his accusations, I asked to speak but Mr. Webster gaveled me down. Nothing hurt me as badly as helping to build the Organization and not being allowed to apeak in a meeting. In fact, he used his gavel continuously and up until this date I have never been allowed to let the people in Chicago, with whom I have worked, know the truth. I attended the meetings on January 26 and 27, 1954, and at both meetings Mr. Webster refused to let me speak, but he read that statement. He held that the statement was information that the men were supposed to have and that Mr. Randolph had told him to do so, and it was not open for debate or discussion, and that he did not have to answer any questions. It was just information. He stated that he knew the men should have this information, and he also knew why so many men were present at the meeting.

On January 28, 1954, we had a business meeting, but Mr. Webster did not read that statement. The letter dated January 20, 1954 gave meetings on the 26th, 27th, and 28th. Mr. Webster did not read the statement at the business meeting on the 28th. Now the question is why. Didn't he say that it was just information that the Chicago men should have? Weren't those Chicago men at the business meeting? Weren't they entitled to this same information? Why did this information so important on the 26th and 27th become less vital on the 28th to all Chicago men? This meeting was a business meeting and the Brothers and I would have had the privilege of talking. Many of us tried, but free speech was not to be tolerated. On the 28th Mr. Webster stated in his speech that I had two friends on the International Executive Board, J. Mills and James Martin. I thought all you men were my friends inasmuch as you are members of this International Board, and certainly your integrity shouldn't be questioned. I believe you would appreciate the truth. Would James Martin and John Mills support me if I were wrong? I don't think we need to question the members' integrity of this Board. I don't know why these two men were personated, but they were.

Mr. Webster said that this was an International subject. If this were so, why bring it up in the Local. So on January 28th the subject was not discussed. Yet these claims were read before the men, and I was denied the privilege of replying. First he maintained that I wasn't allowed to talk because the facts of my dismissal were merely information and not open for debate or discussion. Next he held that it was an International subject. Currently he has been dispensing another alleged reason as you will gather from the following affidavit:

> "Let it be known that during the latter part of January, 1954, W. Smith, Chicago Western District, and I were in the Brotherhood of Sleeping Car Porters Headquarters in Chicago to obtain a statement. Mr. Webster made the statement after which he proceeded to talk to us, I would say approximately 1½

"hours, about the Organization. He brought up the incident relative to Mr. Grooms not being in the office any longer. Mr. Webster informed us of the last series of meetings and stated that he would not let Mr. Grooms talk because he did not want any mud slung. He also stated that the Organization had a $60,000,000 contract. That he was one of the fellows who had built the Organization and he would not let it be destroyed. That at the time of the meeting there were several men armed to cope with the situation if anything started.

/s/ J. Neal, Chicago West
/s/ William Smith, Chicago West

Dated February 24, 1954, and notarized."

If these men were armed, why were they armed? Did Mr. Webster give them the authority to be armed in the meeting? I didn't know we had that kind of Organization that the men were in the meeting armed. That is notarized gentlemen. I want you to look it over.

Gentlemen I was elected as No. 1 delegate to the 1953 Convention. However, I wasn't allowed to go to the Convention inasmuch as Mr. Webster and I both couldn't be out of the office at the same time, although Mr. Manson, who happened to be on his vacation, had told me he would stay here and take care of the office. Mr. Manson had expressed his disapproval of the Convention being carried to California. He didn't get mad at anybody, but he said if he was elected he would not go. He was elected, but he did not go. He was on vacation during the time of the Convention. I spoke to him about staying here, and he said that he would be glad to stay, but I did not go. I have heard the old people say that God works in a mysterious way, His wonders to perform.

After it was decided that I would go back on the road, I had to rush to get my uniform, and I was a few days late getting it. However, I first had thought of going on the Empire Builder and I took the instructions. After talking with some of the older men I was told that the money was better on the California Zephyr. I had to take instructions having been off so long and all the cars were new.

You can sense what this thing was all about, but you know you have to be in a position to put your hand on it. After taking the instructions, I went down to the Union Station, and on my way from the Union Station I met a porter whom I have known for quite sometime. He said, "Grooms I heard what happened to you. I have some information that might help you." I said, okay. You know I am not a Shriner and I am not a Mason. I have this, which to me proved my contention when Mr. Randolph said that election thing. Listen to this gentlemen:

> "Let it be known that I, W. N. Bess, was informed in the presence of others during the Shriners' Convention in Denver, Colorado, in August, 1953, by Mr. Kyle that Mr. Grooms would not attend the Brotherhood Convention that was to Convene in California in October even though he was slated to go because Mr. Grooms did not support his candidacy for the Secretary-Treasurer's job in July, 1953."

This is notarized men. I think we should call Brother Kyle in and let him inform us who gave him instructions to that effect.

MR. WEBSTER: Nobody will be called in. We will listen to what you have to say. Then the Board will determine what they want and don't want.

BENNIE SMITH: I believe this is dated March, 1953. This is hearsay that Mr. Kyle informed this man.

MR. GROOMS: March 15, 1954.

MR. TOTTEN: That is an affidavit.

MR. GROOMS: Gentlemen, I have worked hard to help build this Organization because I have believed in it from its inception. I am proud of its growth and what it stands for. To me, organized labor, to better the lot of the working man, is one of the most vital forces in the development of our democracy. I believe that the real strength of the Brotherhood is within its dedication to its task of obtaining democratic justice for all its members. Gentlemen, all I ask for is a small measure of those ideals for which we stand. I thank you.

MR. WEBSTER: Members of the Board you have heard Mr. Grooms' statement. Does anyone want to take further action while Grooms is in here?

MR. TOTTEN: I would like to ask Brother Grooms one question. Is it true that Brother Randolph recommended that you ought to go to Brother Webster and point out to him that you had been in error or something and make an apology and you refused to do so.

MR. GROOMS: Mr. Randolph talked to me on the 30th and I honestly don't feel that Mr. Randolph would want me to apologize. I hadn't done anything to apologize for, Mr. Totten. I am very slow to anger and I am careful of what I say. If I had done anything to Mr. Webster, I would have apologized. I haven't done anything to Mr. Webster no more than I have done to you.

BENNIE SMITH: I would like to ask, Brother Chairman, do you recall Mr. Grooms on more than one occasion you and I have discussed the subject of your coming to Detroit? I just want to bring it out to bear out what Mr. Randolph said in that letter in the final analysis.

MR. GROOMS: Yes.

BENNIE SMITH: Do you recall recently, just before you left the service of which you were informed here in this office, that you and I discussed the matter again and that you told me you could get along with Mr. Webster and I accepted a promise that you would come back and do the right thing?

MR. GROOMS: I certainly have tried to get along with Mr. Webster. There are some things......

BENNIE SMITH: I just asked the question. Did or did we not?

MR. GROOMS: Sure.

BENNIE SMITH: Did we or did we not discuss the local election here in Chicago, and to draw on your remembrance, do you recall my telling you that if you took the Secretary's job you would take a cut in wages.

MR. GROOMS: I don't recall that, Mr. Smith. But I did tell you that I wouldn't accept a thing like that.

MR. SMITH: That is what you told me.

MR. GROOMS: May I make this statement because I know different men who have had

Local jobs and International jobs. Ernest Smith was a Local Secretary-Treasurer and an International Field Organizer, and I think you are the Secretary-Treasurer of Detroit and an International Vice President. That kind of thing is insulting to a person if discussed on that basis. That would be playing a person cheap as if I didn't know any better when I think of you as Local Secretary-Treasurer and International Vice President. But Mr. Webster said that I would be the man to take Smitty's job if he was out of the picture. One thing I will say, I don't run from a statement. I always want to be fair about things. I definitely want to tell the truth so I won't have to have any fear.

BENNIE SMITH: That is all I wanted to ask.

MR. WEBSTER: Mr. Grooms, have you put in everything you wanted to put in at this time?

MR. GROOMS: It wasn't a formal hearing. I made a statement at the beginning of my speech that I would keep it on a high scale unless it developed that way. Of course it could be gotten down like that.

MR. RANDOLPH: Do all the men know they can ask any questions?

MR. WEBSTER: I think so. Do all the men understand they can ask questions about what has been presented this afternoon?

(At this time, Brother Grooms retired from the meeting.)

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(At this time, Brother Grooms retired from the meeting.)

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RE: WEBSTER PETITION CIRCULATED IN CHICAGO DIVISION

Please refer to Item #39 in the Minutes of the International Executive Board, May 6, 1954, entitled "Petitions circulated by certain Chicago men in which an International Vice President was condemned for not being able to preside over certain meetings impartially".

This matter was discussed at great length, and Brother M. P. Webster, the International Vice President referred to in this petition, went into great detail about the petition itself as well as the methods used by a few men who attempted to pressure the rest of the Chicago membership into signing the petition. After this extended discussion, it was moved by International President Randolph and duly seconded that in reference to the particular paragraph brought to the attention of the Board, the International President make a statement on petitions in general and on this particular paragraph:

The following is the statement that was issued by the International President in response to the action taken by the International Executive Board on Item #39:

> "In a petition circulated in the Chicago Division by a handful of porters, for the expressed purpose of securing the reinstatement of Brother Claud E. Grooms, former employe under the supervision of Brother M. P. Webster, First International Vice President, appeared the following statement:
>
> > 'We the undersigned do not feel that a meeting presided over by Brother Webster for this purpose will be impartially conducted.'
>
> It is obvious to anyone who has had even a casual acquaintance with Brother Webster and watched his long, hard and effective fight for the organization of the Brotherhood of Sleeping Car Porters in the interest of the Pullman porters and train porters and chair car attendants; in conducting meetings of the Chicago Division, both for the porters and the public; meetings of divisions in his zone, as well as sessions of the International Executive Board, that the aforementioned statement is not only untrue, unfair, unjust, unwise and unwarranted, but is a vicious and irresponsible misrepresentation of, and a slanderous and libelous attack upon Brother Webster, in particular, and an insult to the officials and members of the Brotherhood, in general, who manifested the wisdom to select him as an International Vice President, Chairman of the International Executive Board

"and President of the Chicago Division, for a period ranging over twenty-eight years, more or less.

After discussing this petition and listening to the statement to the Board by Brother Grooms, the Board unanimously went on record as expressing unequivocally and definitely its condemnation and repudiation of the above-mentioned petition and particularly, the statement herein, reflecting upon the executive and administrative abilities and sense of fair play of Brother Webster, one of the great leaders of the Brotherhood, as entirely without foundation in fact or reason, sense or sanity.

Because of the possible danger to, and damage and destruction of, the confidence and faith of porters in the Brotherhood and its leaders, it was thought proper, fitting and timely that the Board give expression to its viewpoint and feeling on this matter, in order that it may discourage, in the future, any similar incidents that may ensnare the well-meaning but misguided member and tend toward the disruption of the Organization and 'company union' reenslavement of the porter."

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Minutes of Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois
May 16-18, 1955

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AGENDA

May 16, 1955

1. Opening by Chairman M. P. Webster.

2. Invocation by Brother Thomas Patterson.

3. Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
Henry Yates
James M. White
James A. Martin

4. Minutes of previous meeting.

5. Letters of request for consideration for membership on International Executive Board from Thomas W. Culpepper and A. L. Payne.

6. Recommendation concerning investment of Union funds.

7. Recommendation concerning coordination of court decisions.

8. International Ladies Auxiliary.

9. Movement for reduction of work month.

10. Support of movements of railroads and unions to recapture passenger business.

11. Run between New York and New Orleans.

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May 17, 1955

12. Report of the Special Committee on the printing of the present Constitution.

13. Payment of Annual Tax by men on the extra board.

14. Lay members on all committees as observers.

15. Brotherhood Scholarship Plan.

16. Elimination of rest period on all lines 500 miles or less.

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May 18, 1955

17. Report on method of handling regular man when his line is blanked.

18. Union Shop cases in court.

19. Chicago, Milwaukee, St. Paul & Pacific transfer.

20. Approach of Adjustment Board on the rule concerning proving a man guilty beyond a reasonable doubt.

21. Yearly medical examinations of employes.

22. Change of terminals of the Atlantic Coast Line attendants.

23. Garnishment of porters' wages and consequent hearings.

24. Company practice of handling parked cars as station duty.

25. Defining districts to which men being transferred belong.

26. Pension for members of International Executive Board.

27. Report of the Committee on Finance.

28. Communications of request for contributions from T. C. Carroll of the Brotherhood of Maintenance and Ways, Fred Marko of the NAACP, Free Trade Union Committee, A.F. of L., National Religion & Labor Foundation.

29. Report of Committee on Item #11.

30. Letter from Mr. Charles Wesley Burton.

31. Next International Executive Board meeting.

32. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

May 16 - 18, 1955

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Report of Proceedings

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May 16, 1955

1, 2, 3, and 4, Inclusive.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, in Chicago, Illinois, at 11:00 a.m. on May 16, 1955. The meeting was called to order by Chairman M. P. Webster, and prayer was rendered by Secretary of the Board Thomas Patterson. The roll was called and all members were present. The reading of the minutes of the last session of the Board was waived by common consent. All the members of the Board stood in silence for one minute out of respect for the passing of Brother John C. Mills. The order of business continued as follows:

5. Letters of request for consideration for membership on International Executive Board from Thomas W. Culpepper and A. L. Payne.

It was moved by Brother Garran and seconded by Brother Bennie Smith that in view of the fact that at no time had the Board ever taken action on replacing a deceased member at the first meeting following his decease, the consideration of this subject matter, along with the letters from Brother Culpepper and Brother Payne and the request from train porters be deferred at the present time. The motion was passed unanimously.

6. Recommendation concerning investment of Union funds.

International President Randolph brought in a letter from the B. C. Molten & Company with some recommendations on how the Organization could invest its funds more profitably. After reading the communication, it was thought that we ought to stick to the present plan of investment; that is, Government Bonds. Brother Dellums recommended that in considering future investments of Brotherhood funds, some thought be given to the investment of sums of money no larger than the amount covered by government guarantee in Negro savings and loan associations. This action was taken by common consent.

7. Recommendation concerning coordination of court decisions.

It was agreed by common consent that International President Randolph should have conferences with the Delson Firm on this subject and report back to the next meeting of the International Executive Board.

8. International Ladies Auxiliary.

It was moved by Brother Dellums and seconded by Brother Randolph that a $500.00 subsidy be given to the International Ladies Auxiliary in addition to the $100.00 monthly subsistence now being given, and that the Ladies Auxiliary be directed to present to the International Executive Board at its next meeting a detailed statement of its income and outgo and the cost of currently operating the Ladies Auxiliary from month to month. The motion was passed unanimously. ✓

9. Movement for reduction of work month.

It was moved by Brother Randolph and seconded by Brother Bennie Smith that the International President be directed to set up a committee for the purpose of studying the question and report to the next Board meeting. The motion was passed unanimously. ✓

10. Support of movements of railroads and unions to recapture passenger business.

International President Randolph entered into a detailed discussion on the problems involved in a number of railroads and unions to recapture passenger business. After an enlightened discussion made by International President Randolph, it was moved by Brother Randolph and seconded by Brother McNeal that the Board go on record supporting and cooperating with the unions and railroads to recapture railroad passenger, mail, and military business. The motion was passed unanimously.

11. Run between New York and New Orleans.

This item was continued on the agenda for further discussion on May 17, 1955.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., May 16, 1955.

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May 17, 1955

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at Chicago Division Headquarters, Chicago, Illinois, at 10:00 a.m. The meeting was called to order by Chairman M. P. Webster. The roll was called and all members were present. The order of business continued as follows:

11. Run between New York and New Orleans. (Also see Item #29)

It was moved by Brother Randolph and seconded by Brother Yates that a committee of three members be appointed -- Brothers Patterson, McNeal, and Dellums -- to hold a conference with Mr. Weth on the condition of work in New York, Chicago, New Orleans, St. Louis, and other districts to determine what if anything can be done in connection with Item #11. The motion was passed unanimously.

✓

It was moved by Brother Randolph and seconded by Brother White that a committee of three, including Chairman Webster, Brother Dellums, and Brother McNeal, be set up for the purpose of studying the problem of equalization of work among the porters of the country. The motion was passed unanimously.

12. Report of the Special Committee on the printing of the present Constitution.

Brother Dellums reported that by virtue of a motion passed in the last Board meeting, a special committee composed of Brother Dellums, Brother McNeal, and Brother Webster was set up to bring the Constitution up to date and have same printed. He further pointed out that the Committee received at least three bids from printers in St. Louis, Oakland, and Chicago, and it developed that the bid of the printer in Oakland was by far cheaper and the contract was awarded to him. The Constitution was brought up to date and 10,000 copies were printed and distributed to the various Zone offices and the International office at a total cost of $894.14 for printing, packing, express charges, etc. International President Randolph commended the Committee on the fine job that it did.

13. Payment of Annual Tax by men on the extra board.

The interpretation and application of the last sentence of Paragraph 1 of Article IV of the Constitution was raised. After some discussion, it was the unanimous decision of the Board that the interpretation and application of the sentence in question be that each member who does not work at all during a calendar year is not required to pay the Annual Assessment of $10.00 for that calendar year. The motion was made by Brother Dellums and seconded by Brother White. The motion was passed unanimously.

14. Lay members on all committees as observers.

It was moved by Brother Randolph and seconded by Brother Patterson that lay members be included in the appointment of members of committees.

Brother McNeal submitted the following resolution: Whereas, it would obviously benefit the future leadership of the Organization to be exposed to as much actual experience as possible in handling union affairs at top levels; and

Whereas, it has been requested by lay members of the Board that the International President include them as members of committees; and

Whereas, it is feasible and proper;

Therefore, Be It Resolved: That the International Executive Board, in session at Chicago, Illinois on May 17, 1955, go on record as expressing itself in favor of the integration of lay members on committees appointed by the International President where, in his judgment, it is proper and feasible. It was moved by Brother Dellums and seconded by Brother Bennie Smith that the resolution be adopted. The motion was passed unanimously.

15. Brotherhood Scholarship Plan.

International President Randolph moved that the Board go on record in support of a Brotherhood Scholarship Plan with a plan to be brought in by International ✓

Randolph at the next meeting of the Board. The motion was passed.

Brother McNeal requested that the record show that he was opposed to this motion because it contemplates giving scholarships to non-members at a time when the future existence is in danger because of the lack of trained leadership to take over upon the passing of the present leadership, and for that reason the money could be better spent training the younger members of this Organization to perpetuate the leadership of the membership.

16. Elimination of rest period on all lines 500 miles or less.

By common consent of the Board, this matter was referred to the Agreement Committee.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 2:00 p.m., May 17, 1955.

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May 18, 1955

The third session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at Chicago Division Headquarters, Chicago, Illinois, at 10:00 a.m. The meeting was called to order by Chairman Webster. The roll was called and all members were present. The order of business continued as follows:

17. Report of method of handling regular man when his line is blanked.

Chairman Webster advised that this matter was before the National Railroad Adjustment Board, and until the decision was rendered, there would be no information on it.

18. Union Shop cases in court.

Brother McNeal reported all the details on the Union Shop Case involving 14 Missouri Pacific porters who refused to join the Organization within the time limit prescribed in the Union Shop Contract. He also elaborated on the Shreveport case where a porter sued the Brotherhood and all the members in the Shreveport Division. The court decided against the porter in Shreveport, and the case in St. Louis involving the Missouri Pacific men is still in the courts awaiting the filing of briefs. The indications are that the Brotherhood ought to prevail in that case.

Brother Webster reported in detail on the Patton Case in Kansas City. He pointed out that at the conclusion of the presentation of the plaintiff our lawyer moved for a finding in favor of the defendants. After arguments before the judge, the jury was dismissed and judgment found in favor of the Brotherhood. Brother Webster also mentioned the Eutsay Case which was before the National Railroad Adjustment Board and the Williams Case which is now pending before the Board. He pointed out that the Eutsay Case was decided in the Brotherhood's favor, and he expected the Williams Case to be decided in the Brotherhood's favor also.

19. Chicago, Milwaukee, St. Paul & Pacific transfer.

The transfer of the Milwaukee sleeping car porters to the Pullman Western District was explained in great detail by Brother Webster for the information of the Board.

20. Approach of Adjustment Board on the rule concerning proving a man guilty beyond a reasonable doubt.

Chairman Webster explained in detail the problem of cases before the Adjustment Board under the rule providing that a man be proved guilty beyond a reasonable doubt, pointing out that in the four cases that were presented to the Board the Referee ruled in the Organization's favor in two cases and ruled against the Organization in two other cases. Brother Webster pointed out that the Referee's ruling in connection with these cases was not unequivocal. In fact, in one case the Referee practically sustained the rule, and in other cases he denied it. Chairman Webster pointed out that he felt results could be obtained by pressing cases under this rule.

21. Yearly medical examinations of employes.

The question of whether or not the Company could require a man to take a physical examination was raised by Brother Patterson. It was the consensus of opinion of the Board that the Company could require a man to take a physical examination, and it would be unwise to advise our men to refuse to be physically examined. In connection with the same subject matter, it was moved by Brother Randolph and seconded by Bennie Smith that the matter of paying porters, maids, attendants and bus boys for the time spent for physical examinations required by the Company be referred to the Agreement Committee. The motion was passed unanimously.

In connection with this subject matter, Brother Patterson raised the question of improper conditions under which the men were examined such as mass examinations and the like. It was suggested that any such condition as that could be handled under the rules of the Agreement providing that an employe could file a claim when he thought he was being unjustly treated.

22. Change of terminals of the Atlantic Coast Line attendants.

Brother Patterson gave a detailed report on the question of changing terminals for Atlantic Coast Line Attendants. After continued discussion, it was decided by common consent that the problem was one that involved the Brotherhood and the Company, and Brother Patterson was directed to use all the influence he can to bring about a correction of this situation. ✓

23. Garnishment of porters' wages and consequent hearings.

By common consent it was decided that nothing could be done with reference to this particular subject except try to prevail upon our members to avoid getting into such difficulties wherever possible.

24. Company practice of handling parked cars as station duty.

By common consent it was agreed that this matter should be given study, and when a specific case is found involving the question of handling parked cars as station duty, the facts and circumstances should be gathered by the Zone Supervisor and the matter brought up for the purpose of filing a claim.

25. Defining districts to which men being transferred belong.

By common consent it was agreed that this matter be held on the agenda in the hands of the Agreement Committee.

26. Pension for members of International Executive Board.

By common consent it was agreed by the members of the Board that this matter be continued on the agenda. ✓

27. Report of the Committee on Finance.

The report of the Committee on Finances was read by Chairman M. P. Webster. After some discussion, it was moved by Brother McNeal and seconded by Brother Dellums that the report be received and adopted. The motion was unanimously carried.

The following is the Report of the Committee on Finance:

"REPORT OF THE FINANCE COMMITTEE ON FINANCE TO THE OFFICERS AND MEMBERS OF THE INTERNATIONAL EXECUTIVE BOARD:

The Committee on Finance begs leave to submit the following report:

The Committee met in New York City May 10 - 13, 1955, inclusive, pursuing the duties conferred upon it. The Committee examined the books, travel vouchers, bills of expenditure and other records bearing upon finances. The Committee discovered the following facts which it feels should be called to your attention.

In examining the resources of the International Organization, the Committee found that as of its last report to the Board, the resources amounted to $710,543.04. As of March 31, 1955, the resources had increased to $716,441.93. It will be noted that the last figure indicates a gain of only $5,898.89 during the five month period above-mentioned. The Committee would like to point out that during this period above-mentioned, the Organization collected $6,418.00 in fees which came largely from the Canadian Zone. These fees having been paid once, this income is dried up. The Committee further calls your attention to the fact that the gain during the five month period above-mentioned was less than the income from fees.

The Committee also discovered, in examining the income of the Organization, that during the year 1954, 1,000 less members paid dues than during the year 1953. This was due to the fact that the men were furloughed because of the lack of work. The indications are, with the continued reduction of passenger business on railroads, that there will be additional furloughing of men and consequent reduction in the income from dues.

From the above-mentioned figures the Committee wishes to point out that we must be cognizant of the financial condition of the Organization, which indicates a trend toward reduction of income, and that it is important that in the expenditure of funds the utmost care be exercised to guard against unnecessary expenditures for purposes other than strictly Brotherhood business.

The Committee further points out that the Organization has at this time approximately $370,000 in cash, the balance of resources being in bonds. Of this $370,000 in cash approximately $161,000 of this money is deposited in commercial accounts.

25. Defining districts to which men being transferred belong.

By common consent it was agreed that this matter be held on the agenda in the hands of the Agreement Committee.

26. Pension for members of International Executive Board.

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The Committee further points out that the Organization has at this time approximately $370,000 in cash, the balance of resources being in bonds. Of this $370,000 in cash approximately $161,000 of this money is deposited in commercial accounts.

The balance of the cash is deposited in savings accounts. Because of the abovementioned large amount of cash on hand, the Committee wishes to recommend that the Organization purchase another $150,000 in Government Bonds. In connection with this purchase, it is recommended that approximately $75,000 of the money used to purchase the bonds be taken from the commercial accounts, and the balance of the funds to purchase the bonds be drawn from savings accounts which pay the least amount of interest. However, the Committee wishes to further recommend that the withdrawal of funds from savings banks, as far as possible, be timed so as not to lose any interest. The Committee further advises that there is approximately $35,000 deposited in one savings and loan account in New York City. The Committee recommends that this be reduced to $10,000.

The Committee noticed that the International is paying $50.00 per month for elevator service after 6:00 p.m. in the building where the International office is located. Our investigation brought us to the conclusion that this expenditure is almost entirely for local purposes. We therefore recommend that this expenditure be discontinued as an International expenditure.

In the last report of the Committee it was pointed out that occasionally some International officers had not complied with the International Constitution in regard to expenditure of funds. It was found in our examination of the books in the International Office that a blanket bond was purchased covering all secretary-treasurers, and the cost of this bond is something over $6,500 for three years. The Committee wishes to raise the question of the wisdom of increasing the cost of the bonds by approximately some 400%, and the bonds in many instances were increased from around $500.00 to $2,500.00 each. Some of the local Secretary-Treasurers will not handle that much money during the life of the bond. Therefore, it is an indication that there has been an over expenditure in that respect. The Committee wishes to further point out that had this matter been handled in accordance with the Constitution, the net results would have been a considerable saving to the Organization on this item.

In our previous meeting we examined the financial report on the Richmond Zone Conference and found that the report did not balance since all of the money expended was not covered in the report. The matter was taken up with the International President and left in his hands to get a complete report for us for our next meeting. An additional report was furnished us for this meeting, but it still did not balance. We found that the expenditures were not handled by checks, and the Committee could not be certain of the expenditures. Therefore, we recommend that in the future such conferences, as well as all other expenditures of International funds, be handled in a more businesslike manner by special checking accounts and proper receipts where expenditures must be made by cash, and a complete report submitted so that the funds of the Organization will be properly accounted for.

In conclusion the Committee recommends, in light of the fact that we are entering into a stage of educational and organizational activity involving the reduction of hours which it appears will be a long, tedius and expensive fight, and since that is our major problem at this time, that every effort be made to direct the expenditure of funds and likewise the current expenses into channels which will bring about the best results for our campaign to reduce the hours of work.

M. P. Webster

C. L. Dellums

T. D. McNeal

28. Communications of request for contributions from T. C. Carroll of the Brotherhood of Maintenance and Ways, Fred Marko of the NAACP, Free Trade Union Committee, A. F. of L., National Religion and Labor Foundation.

It was unanimously decided to contribute $100.00 to Brother T. C. Carroll of the Brotherhood of Maintenance and Ways for the purpose outlined in his letter read by Brother Randolph for a memorial to Fred H. Flojozdal.

Brother Randolph read a letter from Thursgood Marshall of the NAACP outlining the difficulties encountered in implementing the Supreme Court Order on the matter of desegregating the schools. After some discussion it was moved by Brother Randolph and seconded by Brother James White that the Brotherhood make a contribution of $1,000.00 to the particular fund outlined in Mr. Marshall's letter. At this point Brother Webster relinquished the Chair to Brother Bennie Smith, and Brother Webster moved that the amount of money donated to the NAACP be reduced to $500.00. The amendment to the motion proposed by Brother Webster was defeated six to five. The vote on the original motion to contribute $1,000.00 was called for, and said motion was passed on a vote of six to five. Brother Webster wanted the record to show that he was opposed to the motion.

Brother Randolph read a letter from Matthew Woll, President of the Free Trade Union, A. F. of L., after which it was moved by Brother McNeal and seconded by Brother Dailey that the Brotherhood contribute $250.00 to that Organization. The motion was passed unanimously.

Also read by Brother Randolph was an appeal from the National Religion and Labor Foundation, after which it was moved by Brother McNeal and seconded by Brother Dailey that a contribution of $100.00 be made to the National Religion and Labor Foundation. The motion was passed unanimously.

29. Report of Committee on Item #11.

It was moved by Brother McNeal and seconded by Brother Garran that the Board request the International President to take steps to relieve the extreme hardship situation existing among the sleeping car porter members at New Orleans in regard to work opportunities being transferred to New Orleans for operation by New Orleans porters one or more of the jobs now being operated into New Orleans by other districts, with the understanding that no such job will be transferred from a district which itself is in a state of unusual hardship with respect to lines. The motion was lost six to three.

30. Letter from Mr. Charles Wesley Burton.

International President Randolph presented a letter from Charles Wesley Burton, a good friend of the Brotherhood, in which he pointed out that he is writing a book on the life of Brother Randolph, and among other things requesting a loan of $1,000 to $2,000. While the Board appreciates the very splendid cooperation it received from Mr. Burton over the years as well as the very fine effort he is putting forth to write the sotry of the life of our great International President, yet under the circumstances that the request is made, the Board is without authority at this time to comply with this request. The International President is requested to write Mr. Burton to the effect that as much as the Organization wished to cooperate with him, it could not go to the extent of advancing money under these circumstances. This was done by common consent of the members of the Board.

31. Next International Executive Board meeting.

It was agreed by common consent that in the event the dates of the A. F. of L. Convention and the Joint Convention of the A. F. of L. and C.I.O. interfere with the regular meeting of the International Executive Board on December 5, 1955, arrangements will be made to move the meeting of the Board up far enough so it will not interfere with our efforts to attend those Conventions.

32. Adjournment.

The meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, May 16, 17, and 18, 1955, adjourned at 5:00 p.m., May 18, 1955.

Respectfully submitted,

M. P. Webster, Chairman
International Executive Board

Thomas Patterson, Secretary
International Executive Board

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NOVEMBER, 1955

Minutes of Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois
November 27-28, 1955

DEC 27 REC'D

AGENDA

November 27, 1955

1. Opening by Chairman M. P. Webster.

2. Invocation by Brother Thomas Patterson.

3. Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
Henry Yates
James M. White
James A. Martin

4. Minutes of previous meeting.

5. Rule 43(b), Award 7142 - Its present application by the Company.

6. Rule 34, Award 7146. (See Item 25 of May 16-18, 1955 Board Minutes.)

7. No yearly physical examination. Exception to rule - bus boys, attendants, and sick employes returning to service. (See Item 21 of May 16-18, 1955 Board Minutes.)

8. Subsistence pay for furloughed men after unemployment insurance is exhausted.

9. Discuss reallocation of lines with Company throughout the system in order to assist districts where work is limited. (See Item 41.)

AGENDA

10. The Company's action at present in reducing reporting and release time of runs for attendants and porters.

11. Refer to Rule 10 of existing Agreement. Regular men held away from home on holidays from Saturday through Monday, who have to double on their run on Tuesday. Seemingly the Company could deadhead these men back to home station in order to take out their runs without doubling.

12. Case of B&O porters referred to Mediation Board in regard to writing of Union Shop Agreement.

13. Case of ACL attendants referred to Mediation Board. (See Item 22 in May 16-18, 1955 Board minutes.)

14. Present rebellion of men against enforcement of mustache regulation.

15. Holding of porters' checks in Pennsylvania Terminal until they have been interviewed by the Company.

16. Refer to Item 5 of May 16-18, 1955 Board minutes regarding membership on International Executive Board.

17. Suggested conference with the firm of Delson, Levin & Gordon on recoordination of court decisions. International President was expected to report back to this Board meeting.

18. $500.00 subsidy to Ladies Auxiliary in addition to $100.00 monthly subsistence. Detailed statement to this Board meeting of income and expense and monthly cost of operating Ladies Auxiliary at present time.

19. Report of Committee appointed by Brother Randolph at May 16-18 Board meeting to study question of reduction of work month and report to this Board meeting.

20. Item 15 of May 16-18, 1955 Board minutes regarding Brother Randolph's suggestion of a Scholarship Plan to be brought in to this Board meeting.

21. Agreement Committee to render report regarding elimination of rest period on lines of 500 miles or less.

22. Rule 49 - Question of penalty only when proven guilty beyond a reasonable doubt.

23. Parked cars in station paid for as station duty.

24. Committee for the purpose of studying reallocation of lines.

25. Pensions for International Executive Board members. (Referred from May 16-18, 1955 Board meeting.)

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AGENDA

November 28, 1955

26. Is the Company responsible, under Rule 46, to pay for any porter who loses an assignment because another porter has reported in an incorrect number of credited hours from his last round trip?

27. Letter from Bailey Morris and Frank Boyd concerning Mrs. Julia A. Caldwell.

28. Request from American Veterans Committee.

29. Letter from George Meany and William F. Schnitzler concerning contribution for hurricane relief for Barbados and Honduras.

30. Concerning contribution to the George Washington Carver memorial and the Bethune memorial.

31. Concerning contribution to Harvard University Labor Management Relations Project, involving history of American labor with reference to discrimination.

32. Letter from the International Union of Electrical, Radio and Machine Workers for contribution for their fight against Westinghouse.

33. Concerning affiliation of Brotherhood of Sleeping Car Porters with 17 Cooperating Railroad Unions.

34. Report on movement for wage increase and health and welfare plan.

35. Channelizing verbal statements coming from the Organization without having the proper official signature.

36. Depositing funds in Negro Savings and Loan Associations.

37. Purchase of bonds by the International Organization.

38. The problem created by the further serious drop in Pullman employment.

39. Coach attendants' jobs on International Great Northern.

40. Vacancy on the International Executive Board.

41. Report of Committee on reallocation of lines. (See Item 9)

42. Lay member of International Executive Board being placed on Financial Committee and Grievance Committee.

43. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

November 27-28, 1955

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Report of Proceedings

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November 27, 1955

1, 2, 3, and 4, Inclusive.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, in Chicago, Illinois, at 1:00 p.m., November 27, 1955. The meeting was called to order by Chairman M. P. Webster, and prayer was rendered by Brother Thomas Patterson, Secretary of the Board. The roll was called and 11 members answered present. Brother James Martin came in later and reported present. The reading of the minutes of the last session of the Board was waived by common consent. The order of business continued as follows:

5. Rule 43(b), Award 7142 - Its present application by the Company.

It was moved by Brother Randolph and seconded by Brother White that Brother Dellums and Brother McNeal be appointed by the Board to work out a uniform method to handle cases arising under the above-mentioned rule and turn it over to the International President for distribution among the officials. The motion was passed unanimously.

6. Rule 34, Award 7146. (See Item 25 of May 16-18, 1955 Board Minutes.)

This matter was discussed by the members of the Board, and it was decided by common consent that the Award itself was self-explanatory and no further action on it was necessary.

7. No yearly physical examination. Exception to rule - bus boys, attendants, and sick employes returning to service. (See Item 21 of May 16-18, 1955 Board Minutes.)

The Board decided that the men have already been informed by the Company that the yearly examinations were discontinued. The matter was settled.

8. Subsistence pay for furloughed men after unemployment insurance is exhausted.

By common consent this matter was referred to the Agreement Committee for such action as they saw fit.

9. Discuss reallocation of lines with Company throughout the system in order to assist districts where work is limited. (See Item 41.)

It was agreed by common consent of the Board that this matter be held in abeyance until the Committee had an opportunity to analyze the figures and report back to the meeting on November 28, 1955.

10. The Company's action at present in reducing reporting and release time of runs for attendants and porters.

It was agreed by common consent of the Board that the Board go on record that all the Zone Supervisors and other officers issue specific instructions to all the local officials in their respective Zones to make a special effort to check preparatory and release time with the view of eliminating any discrepancies in that respect.

11. Refer to Rule 10 of existing Agreement. Regular men held away from home on holidays from Saturday through Monday, who have to double on their run on Tuesday. Seemingly the Company could deadhead these men back to home station in order to take out their runs without doubling.

By common consent it was agreed by the members of the Board that this matter be referred to the Agreement Committee for further study.

12. Case of B&O porters referred to Mediation Board in regard to writing of Union Shop Agreement.

By common consent of the Board it was agreed that the Organization vigorously prosecute this B&O Union Shop case before the Mediation Board.

13. Case of ACL attendants referred to Mediation Board. (See Item 22 in May 16-18, 1955 Board Minutes.)

Brother Randolph gave the information in regard to the situation involving the Atlantic Coast Line attendants where their layover in New York has been discontinued and they are forced to layover at the opposite terminal in Jacksonville, Florida when the men all live in New York City, which has worked a hardship on these men. The efforts to correct this matter through negotiations with the Company having been unsuccessful, the matter has been referred to the Mediation Board. By common consent the International Executive Board went on record assuring the Atlantic Coast Line attendants that the Organization would put every ounce of strength behind the matter to try to bring about a satisfactory conclusion.

14. Present rebellion of men against enforcement of mustache regulation.

It was recommended by the International President that this matter be discussed with the Management, and the matter would be reconsidered at the next Board meeting as to what, if anything, could be done to remedy these complaints. By common consent it was agreed by the members of the Board to accept the International President's recommendation.

15. Holding of porters' checks in Pennsylvania Terminal until they have been interviewed by the Company.

It was agreed by common consent that a report should be made of the specific cases where this has been done and the matter taken up with the top Pullman Management.

16. Refer to Item 5 of May 16-18, 1955 Board Minutes regarding membership on International Executive Board.

The question of putting a man on the International Executive Board in the place of John C. Mills, deceased, was discussed briefly at this meeting, after which Brother Randolph moved that Brother Frank Boyd, Secretary-Treasurer of the Twin Cities Division, be placed on the International Executive Board in the space made vacant by the passing of Brother John C. Mills. Brother James Martin seconded the motion, and the motion was passed unanimously.

17. Suggested conference with the firm of Delson, Levin & Gordon on recoordination of court decision. International President was expected to report back to this Board meeting.

By common consent of the Board this matter was continued on the Agenda until the next Board meeting.

18. $500.00 subsidy to Ladies Auxiliary in addition to $100.00 monthly subsistence. Detailed statement to this Board meeting of income and expense and monthly cost of operating Ladies Auxiliary at present time.

By common consent of the Board this item was continued on the Agenda until the next session on November 28, 1955.

19. Report of Committee qppointed by Brother Randolph at May 16-18, 1955 Board meeting to study question of reduction of work month and report to this Board.

By common consent it was agreed that this matter be continued on the agenda until the next Board meeting and in the meantime some thought be given to making arrangements for other groups of employes similarly situated for the purpose of determining a program to be carried out for the reduction of hours.

20. Item 15 of May 16-18, 1955 Board Minutes regarding Brother Randolph's suggestion of a Scholarship Plan to be brought in to this Board meeting.

By common consent of the Board this matter was continued on the Agenda until the next Board meeting.

21. Agreement Committee to render report regarding elimination of rest period on lines of 500 miles or less.

By common consent it was agreed that since this matter was already before the Agreement Committee, no action could be taken on it at this time.

22. Rule 49 - Question of penalty only when proven guilty beyond a reasonable doubt.

A detailed explanation of this question was made by Brother Webster, and he suggested that the matter be very thoroughly handed down to the local officers and every effort made to develop evidence in these discipline cases to support the rule and the decision rendered by the National Railroad Adjustment Board. By common consent it was agreed by the Board to accept Brother Webster's suggestion.

23. Parked cars in station paid for as station duty.

In order to clear up the question of manning parked cars, and since it is generally agreed that our present rules do not contemplate such assignments, it was moved by Brother McNeal and seconded by Brother Patterson that the International President at his earliest convenience enter into a Memorandum Agreement with The Pullmam Company providing for a definite method of manning parked cars other than cars on a continued per diem basis. The motion was passed unanimously.

24. Committee for the purpose of studying reallocation of lines.

By common consent it was agreed by the Board that the record show that the Committee for the purpose of studying the reallocation of lines be composed of Brother Dellums, Brother McNeal, Brother James Martin, and Brother Webster.

25. Pensions for International Executive Board members. (Referred from May 16-18, 1955 Board meeting.)

The International President reported that he had made an investigation of pensioning the members of the International Executive Boards of the various trade unions, and in no instance was any provisions made for pensioning members of the International Executive Boards of labor organizations unless said member had a full time job in the Organization, and the men who came in only when the Board met were not considered as being eligible for pensions.

It was moved by Brother Randolph and seconded by Brother Bennie Smith that this report given on this item by the International President be accepted. The motion was passed unanimously.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., November 27, 1955, to reconvene at 1:00 p.m. November 28, 1955.

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November 28, 1955

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at Chicago Division Headquarters, Chicago, Illinois, at 1:00 p.m. The meeting was called to order by Chairman M. P. Webster. The roll was called and all members were present. The order of business continued as follows:

26. Is the Company responsible, under Rule 46, to pay for any porter who loses an assignment because another porter has reported in an incorrect number of credited hours from his last round trip?

After a discussion on the matter, it was agreed by common consent that claims should be filed in all such instances.

27. Letter from Bailey Morris and Frank Boyd concerning Mrs. Julia A. Caldwell.

Brother Randolph presented a letter coming from Brothers Bailey Morris and Frank Boyd in which a request was made for a donation of $200.00 because of the serious illness of Mrs. Julia A. Caldwell requiring an operation. After a discussion of this matter, it was moved by Brother Randolph and duly seconded that $200.00 be given to Mrs. Caldwell. The motion was lost by a vote of 5 to 3. Brothers James White and Ashley L. Totten did not vote.

28. Request from American Veterans Committee.

It was moved by Brother McNeal and seconded by Brother Patterson that the American

Veterans Committee be advised that the Organization was not in a position to make a donation at this time. The motion was passed unanimously.

29. Letter from George Meany and William F. Schnitzler concerning contribution for hurricane relief for Barbados and Honduras.

It was moved by Brother Patterson and duly seconded that in view of the fact that these men are workers and many of them are colered workers that the Organization give a donation to each group.

The motion was amended by Brother Randolph that the Organization give $100.00 to each group. The amended motion was seconded by Brother Martin and was passed unanimously. ✓

30. Concerning contribution to the George Washington Carver memorial and the Bethune memorial.

It was moved by Brother Bennie Smith and seconded by Brother J. White that the Organization defer action on this item until the next Board meeting for the purpose of getting more information about the cost of these memorials. The motion was passed unanimously. ✓

31. Concerning contribution to Harvard University Labor Management Relations Project, involving history of American labor with reference to discrimination.

It was moved by Brother Randolph and seconded by Brother J. White that $500.00 be given to the Harvard University Labor Management Relations Project.

The motion was amended by Brother Dellums and seconded by Brother Bennie Smith that $250.00 be given to the Harvard University Labor Management Relations Project. The amended motion was passed unanimously. ✓

32. Letter from the International Union of Electrical, Radio and Machine Workers for contribution for their fight against Westinghouse.

It was moved by Brother Randolph and seconded by Brother Patterson that $250.00 be contributed to the electrical workers in response to the letter submitted by the International President.

The motion was amended by Trother Smith that this proposed donation be held in abeyance pending one member seeking more information in connection with this donation to the electrical workers. This amended motion was seconded by Brother Yates. ✓

The amended motion was lost, and the original motion was lost, 6 in favor of the motion and 6 against the motion.

33. Concerning affiliation of Brotherhood of Sleeping Car Porters with 17 Cooperating Railroad Unions.

It was agreed by common consent that the International President be requested to discuss the question of affiliation with the non-operating groups with the Chairman of that group with the view of determining whether it would be feasible for the Brotherhood to make a contribution on the basis of chair car attendants and non-operating train porters around the country. ✓

34. Report on movement for wage increase and health and welfare plan.

The International President made an exhaustive discussion of the program of the Brotherhood for the wage increase as well as the health and welfare plan, pointing out among other things that the machinery had been put in motion to get the increase in pay and the health and welfare proposition for all our people and for the non-operating groups, but the Organization was awaiting the decision of the emergency Board now in session on this matter. He also pointed out that at the completion of this program, the Organization would immediately start on the question of reducing the hours.

35. Channelizing verbal statements coming from the Organization without having the proper official signature.

It was moved by Brother Randolph and duly seconded that all International matters be mailed to the members of the International Executive Board. The motion was passed unanimously.

36. Depositing funds in Negro Savings and Loan Associations.

It was moved by Brother Dellums and seconded by Brother James White that $10,000.00 be deposited in each of the following institutions: The Broadway Federal Savings and Loan Association, 4501 South Broadway, Los Angeles, California, and the Benevelent Savings and Loan Association, 1630 San Pablo Avenue, Oakland, California. ✓

The motion was passed with Brother M. P. Webster, Brother Bennie Smith, and Brother A. Dailey voting against the motion.

37. Purchase of bonds by the International Organization.

Brother Totten, the International Secretary-Treasurer, advised that the Organization had invested $149,944.00 in Series J Government Bonds.

38. The problem created by the further serious drop in Pullman employment.

By common consent the Board agreed that this question be held in abeyance until the Financial Committee had an opportunity to make a complete analysis of the affect of this serious drop in Pullman employment on the Organization, after which a copy would be sent to each member on the Board to be discussed at the next meeting of the Board.

39. Coach attendants' jobs on International Great Northern.

Brother McNeal reported that due to cooperation of the Dining Car Waiters Union, Local 354, the Organization was able to add four additional coach attendant jobs on the International Great Northern Railroad at $374.00 per month. ✓

40. Vacancy on the International Executive Board.

This matter was handled in Item #16.

41. Report of Committee on Reallocation of Lines. (See Item #9)

"The Committee that was appointed by the International Executive Board at its May 16-18, 1955 meeting to look into the question of the reallocation of runs wishes to submit the following report: ✓

"The Committee obtained from the Company, as contemplated, the whole picture of the porter-employes of The Pullman Company as it exists at the present time, including the number of men on the roster, the number of men on regular jobs, the number of extra man in each district, the number of furloughed men in each district, and the seniority dates of the senior porters on the extra lists.

From a perusal of this analysis, it develops that in the large majority of districts men are working with seniority as late as 1941 and 1942. In several districts there are men on the extra lists with seniority prior to 1941 and 1942. This condition prevails in the following and other districts:

DENVER, COLORADO - There are 17 men on the extra list with seniority prior to 1941, and 10 men are on furlough.

BIRMINGHAM, ALABAMA - There are 4 men on the extra list with seniority prior to 1941, and 63 men are on furlough.

JACKSONVILLE, FLORIDA - There are 31 men on the extra list with seniority prior to 1941, and 209 men are on furlough.

NASHVILLE, TENNESSEE - There are 2 men on the extra list with seniority prior to 1941, and 44 men are on furlough.

PHILADELPHIA, PENNSYLVANIA - There are 25 men on the extra list with seniority prior to 1941, and 38 men are on furlough.

ALBANY, NEW YORK - There are 5 men on the extra list with seniority prior to 1941, and 1 man is on furlough.

BUFFALO, NEW YORK - There are 4 men on the extra list with seniority prior to 1941, and 14 men are on furlough.

DETROIT, MICHIGAN - There is 1 man on the extra list with seniority prior to 1941, and no men are on furlough.

However, the information given by the Company indicates that in a large majority of districts men with seniority as late as 1941 and 1942 are still working, and in one or two districts there are men working with even less seniority.

It further develops from this information that it would be unusually difficult to reallocate the various runs in districts where there are older men on the extra lists or on furlough. In some five or six districts such as Jacksonville, Florida and Philadelphia, Pennsylvania, where a number of older men are either on the extra lists or on furlough, there doesn't appear to be any method whereby any reallocation could be made to relieve this situation without creating a similar situation in other districts. Therefore, it is the Committee's opinion that it would not be in the best interest of the Organization, in view of these circumstances, to make any attempt to reallocate these runs on a national basis, and if same was done, it would simply transfer the problem from one district to the other, and would bring about no basic relief.

It also develops from this analysis that there has been a marked decrease in the number of jobs throughout the nation, and that there are approximately 400 less men working as of November 1, 1955 than were working on November 1, 1954. Also, that this decrease in work has affected most of the districts throughout the "nation. Therefore, the Committee is of the opinion that it would be unwise to attempt any national reallocation of runs in view of these circumstances.

It is further recommended that the International President be requested to prepare a statement based upon the above-mentioned information to be sent to all Local Presidents and other officers, and that they be instructed to call a meeting of the membership and inform them of this particular situation. Also, advise them that it would not be in the best interest of the Organization as a whole to make any attempt to reallocate these runs on a national basis."

By common consent this report was received and adopted by the Board.

42. Lay member of International Executive Board being placed on Financial Committee and Grievance Committee.

This matter was widely discussed by most of the members present, and the attention of the Board was called to Item 14 of the May 16-18, 1955, Board Minutes, including the following Resolution which was unanimously passed by the Board at that meeting, which reads as follows:

"Whereas, it would obviously benefit the future leadership of the Organization to be exposed to as much actual experience as possible in handling union affairs at top levels; and

Whereas, it has been requested by lay members of the Board that the International President include them as members of committees; and

Whereas, it is feasible and proper;

Therefore, Be It Resolved: That the International Executive Board, in session at Chicago, Illinois on May 17, 1955, go on record as expressing itself in favor of the integration of lay members on committees appointed by the International President where, in his judgment, it is proper and feasible."

This Resolution was passed unanimously by the Board. It was agreed by common consent that since the selection of the members of these Committees was the prerogative of the International President and his duty and his responsibility, and in view of the Resolution passed by the previous meeting of the International Executive Board, it was not necessary to take any action on this particular item.

43. Adjournment.

The meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, November 27-28, 1955 adjourned at 5:00 p.m., November 28, 1955.

Respectfully submitted,

M.P. Webster

M. P. Webster, Chairman
International Executive Board

Thomas T. Patterson

Thomas Patterson, Secretary
International Executive Board

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MAY, 1956

Mr. [illegible]

Minutes of Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois
May 7-9, 1956

AGENDA

May 7, 1956

1. Opening by Chairman M. P. Webster

2. Invocation by Brother Thomas Patterson.

3. Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
James M. White
James A. Martin
Frank Boyd

Absent: Henry Yates

4. Minutes of previous meeting.

5. Discontinuance of Annual Tax and increasing monthly dues to $5.00.

6. Loss of sleep period for employe when he has to dress and remake berth for other employe to get his sleep. Case in point - trip to Florida on Special where four men had to use one room.

7. Item 10 of last Board meeting regarding checking preparatory and release time.

8. Item 11 of last Board meeting referred to Agreement Committee for study.

9. Item 12 of last Board meeting - B&O Union Shop Case referred to National Mediation Board.

10. Item 14 of last Board meeting - Present rebellion of men against enforcement of mustache regulation. Suggested that question be discussed with Management by International President.

11. Item 15 of last Board meeting - Holding porters' checks in Pennsylvania Terminal until they have been interviewed.

12. Suggested conference with the firm of Delson, Levin & Gordon on re-coordination of court decisions. International President to report to current Board meeting.

13. Item 18 of last Board meeting - Discussion of $500.00 subsidy to the Ladies Auxiliary.

14. Item 19 of last Board meeting regarding reduction of work month to be studied and report made to current Board meeting by International President Randolph.

15. Item 23 of last Board meeting regarding parked cars in station paid for as station duty. International President to enter into memorandum agreement with Pullman Company providing for a definite method of manning parked cars other than cars on a continued per diem basis.

16. Reference to Item 24 of last Board meeting - Committee to study reallocation of lines.

17. Item 33 of last Board meeting concerning affiliation of Brotherhood of Sleeping Car Porters with 17 Cooperation Railroad Unions.

18. Reduction of work hours suggested by International President.

19. Suitable place for porter to keep wearing apparel en route.

20. A regular line is discontinued at away from home station. Porter is informed that last half would discontinue the run. He is returned to his home station on an extra car and is given a layover that was applicable to the extra car. The Company advises the porter to report at expiration of layover for the extra car and he would be given another layover.

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May 8, 1956

21. Discussion of revision of revised Constitution.

22. Railway Labor Executives' Association designation of International President Randolph as delegate to International Transport Workers Federation Congress in Vienna, Austria, July 18-26, 1956.

23. Operation of line between Boston and New York so as to change layover from New York to Boston without disturbing number of men in line.

24. Heintz and the Cotton Belt concerning maintenance of last passenger train in Texas.

25. American Museum of Immigration's request for contribution.

26. Union Cooperative Housing Plan.

27. Plight of Philadelphia as result of losing two lines involving eleven men.

28. Teamsters Union's request for contribution for memorial to Brother Raymond F. Lehaney.

29. Religion and Labor's request for contribution.

30. Civil Rights.

31. System of signing out extra men in foreign districts.

32. Convention expense.

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May 9, 1956

33. The in-charge operation in San Antonio, Texas under auspices of New Orleans.

34. Increase of A. R. Blanchette's petty cash from $65.00 to $80.00 per month.

35. Identification of porter's dependents under Travelers Insurance Plan.

36. Parlor car porter and buffet car porter situation on the Wabash, Pennsylvania, and New Haven Railroads.

37. Pullman attempt to use Third Division Award 3831 in running around claims.

38. Missouri Pacific Union Shop case.

39. M-K-T train porters situation.

40. Frank Ellis Case.

41. Invitation from George M. Harrison to International President Randolph to become a member of the Labor Advisory Committee of the Democratic National Committee.

42. Letter from Mrs. Rosina Tucker, International Secretary-Treasurer, Ladies Auxiliary.

43. Brother Theodore Brown.

44. Assignment of members of the Board on Committees.

45. Conference with The Pullman Company on the question of promoting porters to conductors.

46. Request of the Missouri Pacific for a rule requiring an employe to take his pension when he reaches the age of 70.

47. Pennsylvania and New York Central Railroads.

48. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

May 7-9, 1956

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Report of Proceedings

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May 7, 1956

1, 2, 3, and 4, Inclusive.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, in Chicago, Illinois, at 11:00 a.m., May 7, 1956. The meeting was called to order by Chairman M. P. Webster, and prayer was rendered by Brother Thomas Patterson, Secretary of the Board. The roll was called and 12 members answered present, Brother Henry Yates being absent. The reading of the minutes of the last meeting of the Board was waived by common consent. The order of business continued as follows:

5. Discontinuance of Annual Tax and increasing monthly dues to $5.00.

It was moved by Brother Dellums and seconded by Brother White that the Board go on record as being opposed to changing our present dues and tax structure at this time, and that the Zone Supervisors and employes acting in supervisory positions be instructed to carry on an educational campaign among the members concerning the necessity of increasing the dues with the view of accomplishing it in the 1959 Convention. The motion was unanimously passed.

6. Loss of sleep period for employe when he has to dress and remake berth for other employe to get his sleep. Case in point - trip to Florida on Special where four men had to use one room.

This question was discussed by the members of the Board, and it developed from information coming from the members of the Negotiating Committee that the question of sleep in these so-called porters beds had been thoroughly analyzed and discussed with the Company, and at that time the Company advised that business was bad and there was so much space left in all cars that instructions would be given to the conductors to allow the porters to sleep in any vacant space and not require them to sleep in the porters bed. However, the Company did maintain that in the event all space was sold, it would not be agreeable to paying the porters for the loss of sleep if there was no other space on the train available; that is to say, if all the space was sold.

This whole question of sleep was taken up with the Company and the above arrangement was accepted because the only other method by which this matter could be handled was to start a national movement, and it appeared from the information given to us and from our experience subsequently that the porters beds did not present a problem. However, it was understood that a close check would be made, and where there were cases where the porters were required to sleep in these beds, they would be brought to the attention of the Company and the matter taken up in each particular case.

It was moved by Brother Randolph and seconded by Brother Dellums that all Zone Supervisors and Local officials be instructed to watch this feature and bring to the attention of the Organization any cases where the porters were required to sleep in an unsuitable porters bed. The motion was passed unanimously.

7. Item 10 of last Board meeting regarding checking preparatory and release time.

The action taken in the last Board meeting on this subject matter was brought to the attention of the members of the Board, and after a discussion, it was agreed that where there was not sufficient release or preparatory time, the present rule in the Agreement would remedy the situation. Attention was called to the fact that many porters on roomette and room cars make down all the beds coming into town, and the porter who takes the car out does not have to make any beds. It was further brought out that the men get off at the depots long before the release time allowed expires, and these are the things that are actually promoting the Company to cut release and preparatory time.

It was agreed by common consent that the Zone Supervisors would discuss these features in the meetings of the various Locals and prevail upon these men that under the present rule, sufficient release and preparatory time can be obtained to do the work, but the men should not make these beds down coming in and they should not get off the cars before their release time is up.

8. Item 11 of last Board meeting referred to Agreement Committee for study.

It was agreed by common consent that the Board should reaffirm the action taken on this Item in the Board meeting held on November 27, 1955.

9. Item 12 of last Board meeting - B&O Union Shop Case referred to National Mediation Board.

10. The Board agreed by common consent that this subject should remain on the Agenda of the International Executive Board for further discussion.

10. Item 14 of last Board meeting - Present rebellion of men against enforcement of mustache regulation. Suggested that question be discussed with Management by International President.

The Board agreed by unanimous consent that this matter remain on the Agenda to be discussed at the next meeting of the International Executive Board.

11. Item 15 of last Board meeting - Holding porters' checks in Pennsylvania Terminal until they have been interviewed.

It was agreed by common consent that no action of the Board was necessary on this matter and that there was sufficient authority to correct this situation in the hands of the Zone Supervisor and Local Divisions.

12. Suggested conference with the firm of Delson, Levin & Gordon on recoordination of court decisions. International President to report to current Board meeting.

It was agreed by common consent that this matter remain on the Agenda of the International Executive Board.

13. Item 18 of last Board meeting - Discussion of $500.00 subsidy to the Ladies Auxiliary.

This matter was held in abeyance until the Board heard the report from Sister Rosina Tucker, International Secretary-Treasurer of the Ladies Auxiliary. (See Item #42.)

14. Item 19 of last Board meeting regarding reduction of work month to be studied and report made to current Board meeting by International President Randolph.

It was agreed by common consent that this matter remain on the Agenda of the International Executive Board.

15. Item 23 of last Board meeting regarding parked cars in station paid for as station duty. International President to enter into memorandum agreement with The Pullman Company providing for a definite method of manning parked cars other than cars on a continued per diem basis.

Brother Randolph advised that he had not had an opportunity to go in and talk to the Company about this matter, and he didn't feel that a conference should be arranged just for that item. It was agreed by common consent that this matter would be taken care of just as quickly as possible.

16. Reference to Item 24 of last Board meeting - Committee to study reallocation of lines.

A report was made on this subject matter as contained in Item #41 of the Board meeting of November 28, 1955, and by unanimous consent the Board reaffirmed the previous position taken in Item #41 of the last Board meeting.

17. Item 33 of last Board meeting concerning affiliation of Brotherhood of Sleeping Car Porters with 17 Cooperating Railroad Unions.

It was agreed by common consent that this subject matter remain on the Agenda of the International Executive Board.

18. Reduction of work hours suggested by International President.

It was agreed by common consent that the International President continue in his efforts to facilitate a program for the reduction of hours.

19. Suitable place for porter to keep wearing apparel en route.

It was moved by Brother Randolph and seconded by Brother McNeal that the next time a meeting is held with the top officials of The Pullman Company this matter would be taken up.

20. A regular line is discontinued at away from home station. Porter is informed that last half would discontinue the run. He is returned to his home station on an extra car and is given a layover that is applicable to the extra car. The Company advises the porter to report at expiration of layover for the extra car and he would be given another layover.

It was moved by Brother Dellums and seconded by Brother Randolph, after an extended discussion participated in by the members of the Board, that Brother Patterson be requested to get the exact facts in this case and report to the next meeting of the Board. Then the Board would be in a better position to decide whether or not to let the Company's interpretation stand or disagree and contest it. The motion was passed, with Brother McNeal requesting that the records show that he registered his opposition to the motion.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., May 8, 1956, to reconvene at 11:00 a.m., May 9, 1956.

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May 9, 1956

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at Chicago Division Headquarters, Chicago, Illinois, at 11:00 a.m. The meeting was called to order by Chairman M. P. Webster. The roll was called by Secretary Thomas Patterson, and twelve members were present; Brother Henry Yates was absent. The order of business continued as follows:

21. Discussion of revision of revised Constitution.

The Committee that was authorized by the 1953 Convention and appointed by the Board for the purpose of making a study and recommendations for amendments to the Brotherhood's Constitution presented the results of its recommendations to the International Executive Board as a matter of information. The recommended amendments to the Constitution were discussed in great detail by the members of the Board, and a number of suggestions were made to the Committee in connection with the proposed amendments. The Board suggested that the Committee meet again and consider these suggestions to which the Committee agreed.

22. Railway Labor Executives' Association designation of International President Randolph as delegate to International Transport Workers Federation Congress in Vienna, Austria, July 18-26, 1956.

International President Randolph read into the record the following letter from General Secretary O. Becu of the International Transport Workers' Federation:

"J/26
B/S

8th March, 1956

Mr. A. Philip Randolph, President
Brotherhood of Sleeping Car Porters
217 W. 125th Street
New York 27, N. Y.

Dear Sir and Brother:

I should like to bring to your special attention that this Federation is holding its Biennial Congress in Vienna from 18 to 26 July next. This will be an important occasion from an international trade union point of view, and a world-wide attendance is expected, including many delegates from African and Asian countries.

We are pleased to learn that the Railway Labor Executives' Association plans to send a strong delegation and I want to say that it would give us particular pleasure if it were possible for you personally to be a member of it.

Hoping to see you in Vienna, we remain

Yours fraternally,

/s/ O. Becu

General Secretary"

He also read the following letter from the Railway Labor Executives' Association in which he, as International President of the Brotherhood of Sleeping Car Porters, has been certified and authorized to represent the Railway Labor Executives' Association as delegate to the 1956 Congress of the International Transport Workers' Federation to be held in the city of Vienna from July 18-26:

"April 20, 1956

Mr. A. Philip Randolph, Int'l President
Brotherhood of Sleeping Car Porters
217 West 125th Street, Room 301
New York 27, New York

Dear Brother Randolph:

This letter is for the purpose of certifying that you are authorized to represent the Railway Labor Executives' Association as a delegate at the 1956 Congress of the International Transport Workers Federation to be held in the city of Vienna from July 18 to 26.

Fraternally yours,

/s/ A. E. Lyon

Executive Secretary"

The Board recognized the fact that this was a distinct honor bestowed upon the Brotherhood of Sleeping Car Porters and the International President, and the Board recommended to the President that he should take this trip, if at all possible. This was agreed by common consent.

23. Operation of line between Boston and New York so as to change layover from New York to Boston without disturbing number of men in line.

Brother Patterson explained the suggested changes in the operation in this New York-Boston assignment, and the question was raised whether or not these changes would conflict with the Brotherhood's policy of reallocation of lines. It was agreed by common consent that these changes would not conflict with the Brotherhood's policy of reallocation, and if these changes would benefit the men in that territory, then it should be done.

24. Heintz and the Cotton Belt concerning maintenance of last passenger train in Texas.

Brother McNeal explained the situation with reference to the action taken by the organizations involved in the Cotton Belt matter concerning the elimination of the last passenger train in Texas with the understanding that they were authorized to proceed as far as to strike the property. After an explanation by Brother Randolph and Brother McNeal, the Board unanimously agreed to give the project all its support.

25. American Museum of Immigration's request for contribution.

It was agreed by common consent that this item remain on the Agenga until such further action the Board decides to take.

26. Union Cooperative Housing Plan.

International President Randolph explained in detail the question of the Union Cooperative Housing Plan, which is quite extensive. It was agreed by common consent that a committee of three men be appointed to study the plan and to report back to the Board at some future meeting.

27. Plight of Philadelphia as result of losing two lines involving eleven men.

The Board decided that in view of our position on reallocation of lines at the present time, nothing could be done, but some thought should be given to the matter withthe view of trying to rectify this situation.

28. Teamsters Union's request for contribution for memorial to Brother Raymond F. Lehaney.

After an explanation of the subject matter involved in this item, it was moved by Brother Randolph and seconded by Brother Dellums that the Organization make a contribution of $250.00 to this cause. The motion was unanimously passed.

29. Religion and Labor's request for contribution.

It was agreed by common consent to make the usual annual contribution of $100.00 to the Religion and Labor Organization.

30. Civil Rights.

It was moved by Brother Randolph and seconded by Brother White that the Board go on record favoring the Brotherhood calling on its members for one hour's pay in support of the Madison Square Garden Ralley, and that the Board go on record supporting the "State of the Race" Conference.

International President Randolph gave a detailed statement on the conference held in Washington, D. C., April 24, 1956, on the state of the race, further stating that a cross section of Negro leadership was represented, it being strictly a Negro conference. The sentiment expressed was unanimously against gradualism or moderation in this fight for Civil Rights. He also gave a most enlightening analysis of the whole Civil Rights program, particularly with reference to the meeting being staged at the Madison Square Garden instigated by the Brotherhood of Sleeping Car Porters, New York Division.

After this statement on the Civil Rights situation, it was moved by Brother Randolph and duly seconded that the Brotherhood of Sleeping Car Porters go on record as (1) endorsing the State of the Race Conference held in Washington, D. C., and (2) calling upon each member of the Brotherhood of Sleeping Car Porters to give a contribution equal to one hour's pay in order to raise funds to be used for three purposes: (1) Civil Rights Court Cases under the NAACP; (2) Montgomery bus boycott; (3) financial aid to small farmers in Mississippi, North Carolina, and other southern states.

31. System of signing out extra men in foreign districts.

It was moved by Brother McNeal and duly seconded that the Board go on record directing the Agreement Committee to attempt to negotiate a uniform method whereby extra porters are assigned in foreign districts. The motion was passed unanimously.

32. Convention expense.

It was moved by Brother Randolph and seconded by Brother Bennie Smith that the members of the International Executive Board be allowed $25.00 per diem for Convention expense. The motion was passed unanimously.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., May 8, 1956, to reconvene at 11:00 a.m., May 9, 1956.

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May 9, 1956

The third session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at Chicago Division Headquarters, Chicago, Illinois, at 11:00 a.m. The meeting was called to order by Chairman M. P. Webster. The roll was called by Secretary Thomas Patterson, and twelve members were present; Brother Henry Yates was absent. The order of business continued as follows:

33. The in-charge operation in San Antonio, Texas under auspices of New Orleans.

This item was withdrawn by Brother G. C. Garran.

34. Increase of A. R. Blanchette's petty cash from $65.00 to $80.00 per month.

This matter was referred to International President Randolph and the Zone Supervisor in charge of that Zone.

35. Identification of porter's dependents under Travelers Insurance Plan.

It was revealed that through the Railway Labor Executive's Association, the Travelers Insurance Company is planning to furnish all our people with identification cards.

36. Parlor car porter and buffet car porter situation on the Wabash, Pennsylvania, and New Haven Railroads.

It was explained to the members of the Board that the Wabash and several other railroads are planning to take over the operation of their parlor cars in the near future. The question of jurisdiction is evidently going to be involved, and the International President assured the Board that no stone would be left unturned to protect the Brotherhood's rights.

37. Pullman attempt to use Third Division Award 3831 in running around claims.

It was agreed by common consent that the International officers meet before the next Convention and go into this question of trying to arrange some consistent method of handling claims.

38. Missouri Pacific Union Shop case.

Brother McNeal gave detailed information about the Missouri Pacific Union Shop case, pointing out that up to the present time we have prevailed. He suggested that the Organization stand pat on its position in this connection. This was agreed by common consent.

39. M-K-T train porters situation.

The question of the elimination of M-K-T train porters was reported to the Board as a matter of information. It was the consensus of opinion of the Board that every effort should be brought to bear to try to influence the carrier to put these men back on the job.

40. Frank Ellis Case.

By common consent the Board agreed to sustain the position taken in this case by Brother T. D. McNeal.

41. Invitation from George M. Harrison to International President Randolph to become a member of the Labor Advisory Committee of the Democratic National Committee.

Brother Randolph read a letter from George M. Harrison in which he was advised that Mr. Harrison would like for him to become a member of the Labor Advisory

Committee of the Democratic National Committee. Brother Randolph pointed out to the Board that it was contrary to the Organization's policy to participate in either of the two major parties, and he would so advise Mr. Harrison.

42. Letter from Mrs. Rosina Tucker, International Secretary-Treasurer, Ladies Auxiliary.

No action was taken on this item. The matter was to be held in abeyance to be taken up at the Pre-Convention Board meeting.

43. Brother Theodore Brown.

The question of Brother Theodore Brown was discussed before the Board. It was pointed out by the International President that Brother Brown, through the Brotherhood's efforts, had been offered a position with the AFL-CIO to work with the Civil Rights Committee as a liaison man for President George Meaney. It was further pointed out by the International President that the Organization felt that this was quite a tribute to the Organization as well as to Brother Theodore Brown and suggested that the Board wish Brother Brown the utmost success in his new job and advise him that a leave of absence would be granted to take this position.

44. Assignment of members of the Board on Committees.

International President Randolph suggested that in line with the discussion in previous meetings with reference to placing lay members of the Board on various committees, he felt that Brother A. Dailey should be placed on the Finance Committee and Brother J. A. Martin should be placed on the Agreement Committee. It was seconded by Brother Bennie Smith that the International President's suggestion be carried out. The motion was unanimously passed.

45. Conference with The Pullman Company on the question of promoting porters to conductors.

International President Randolph reported that in view of the fact that the last Convention went on record calling on the Brotherhood to hold a conference with the Company on the question of upgrading porters to conductors, he planned to hold a conference with the Company for that purpose prior to the next Convention. This was agreed to by common consent of the Board.

46. Request of the Missouri Pacific for a rule requiring an employe to take his pension when he reaches the age of 70.

By common consent the Board concluded that it was inconsistent with the Organization's policy to enter into any agreement requiring that an employe take his pension at the age of 70.

47. Pennsylvania and New York Central Railroads.

It was agreed by common consent that every effort be put forth by the International officers of this Organization to protect the people under its jurisdiction in connection with this situation.

48. Adjournment.

The meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, May 7-9, 1956, adjourned at 2:00 p.m., May 9, 1956.

Respectfully submitted,

M. P. Webster

M. P. Webster, Chairman
International Executive Board

Thomas Patterson

Thomas Patterson, Secretary
International Executive Board

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SEPTEMBER, 1956

Pre-Convention Minutes
# of the
INTERNATIONAL EXECUTIVE BOARD MEETING
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
St. Louis, Missouri
September 6-7, 1956

AGENDA

September 6, 1956

Opening by Chairman M. P. Webster.

Invocation.

Roll Call

Present: A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
A. R. Dailey
G. C. Garran
Henry Yates
James M. White
James A. Martin
Frank Boyd

Absent: Thomas Patterson, Eastern Zone Supervisor

Minutes of previous meeting.

1. Item #10 of last Board meeting -- Mustache regulation.
2. Item #12 of last Board meeting - Delson, Levin & Gordon - Consolidation of Court cases.
3. Item #13 of last Board meeting - Subsidy to Ladies Auxiliary.
4. Item #14 of last Board meeting - Reduction of work month.
5. Item #17 of last Board meeting - Affiliation with 17th non-operating groups.
6. Item #25 of last Board meeting - American Museum of Immigration.

AGENDA

7. Item #42 of last Board meeting - Letter from Sister Rosina Tucker, International Secretary-Treasurer of the Ladies Auxiliary.

8. The Ladies Auxiliary.

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September 7, 1956

9. Canadian representative on the International Executive Board.

10. Time and one-half for overtime, pay for holidays, and the wage increase.

11. $20.00 per diem for International Officers.

12. Pennsylvania Railroad taking over parlor cars and buffet cars.

13. Civil Rights.

14. The question of Special Agents of railroad carriers searching our members illegally.

15. Discussion of Illinois Central situation.

16. Report of Committee on Finance.

17. Telegram to Brother Thomas Patterson, Eastern Zone Supervisor.

Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

September 6-7, 1956

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Report of Proceedings

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September 6, 1956

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in St. Louis, Missouri, September 6, 1956, at 2:00 p.m. The meeting was opened with the Lord's Prayer by Chairman M. P. Webster. The roll was called with ten members present; Brothers Thomas Patterson, Henry Yates, and James M. White were absent. The reading of the minutes of the last meeting of the International Executive Board was waived by common consent of the Board. The order of business continued as follows:

1. Item #10 of last Board meeting - Mustache regulation.

International President Randolph reported that he had not had an opportunity to discuss the matter with The Pullman Company. By common consent the Board agreed to continue this item on the agenda. C.PA

2. Item #12 of last Board meeting - Delson, Levine & Gordon - Consolidation of Court cases.

This matter was removed from the agenda at the request of International President Randolph.

3. Item #13 of last Board meeting - Subsidy to Ladies Auxiliary.

It was agreed by common consent of the Board that this matter be held in abeyance until International President Randolph met with the International Executive Board of the Ladies Auxiliary.

4. Reduction of work month, Item #14 of last Board meeting.

By common consent the Board agreed to hold this matter in abeyance until later.

5. Item #17 of last Board meeting - Affiliation with 17 non-operating groups.

At the suggestion of International President Randolph, the Board agreed by common consent to continue this matter on the agenda.

6. Item #25 of last Board meeting - American Museum of Immigration.

It was agreed by common consent to continue this matter on the agenda.

7. Item #42 of last Board meeting - Letter from Sister Rosina Tucker, International Secretary-Treasurer of the Ladies Auxiliary.

It was agreed by common consent of the Board to hold this matter in abeyance to be taken up during the discussion of the Ladies Auxiliary. (See Item #8)

8. The Ladies Auxiliary.

It was moved by Brother T. D. McNeal and duly seconded that the Board agree with the proposition as outlined by the International President and that he be requested to draw up a new program for the Ladies Auxiliary to be presented to the Board at a subsequent meeting. The motion was carried unanimously.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in St. Louis, Missouri, was adjourned at 3:30 p.m., September 6, 1956, to reconvene at 1:00 p.m., September 7, 1956.

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September 7, 1956

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in St. Louis, Missouri at 1:00 p.m., September 7, 1956. The meeting was opened with the Lard's Prayer by Chairman Milton P. Webster. The roll was called and twelve members were present; Brother Thomas Patterson was absent. The order of business continued as follows:

8. The Ladies Auxiliary. (Continued from first session, September 6, 1956.)

International President Randolph presented the following Resolution to the members of the Board:

"REORGANIZATION OF THE LADIES AUXILIARY

WHEREAS, The Ladies Auxiliary has lost ground in membership and morale since the last Convention, requiring more and more financial support from the Brotherhood of Sleeping Car Porters; and

WHEREAS, The present financial structure and system of the Ladies Auxiliary, including joining fees, dues and assessments, can never provide an adequate and solid foundation for the permanent growth, development and expansion of "the International Organization; and

WHEREAS, It is impossible for the present financial income of the Ladies Auxiliary to provide sufficient funds for a sustained, systematic, coordinated, nationwide organizational and educational campaign, necessary to rebuild the Ladies Auxiliary; and

WHEREAS, The results of the organizational and educational campaign conducted by the International President and the International Secretary-Treasurer, made possible by a subsidy from the Brotherhood, brought about a very small, if any, increase in membership to the Auxiliary, with little, if any, visible improvement in the morale of the membership; and

WHEREAS, The Brotherhood does not feel that, upon a basis of past experience and history, the officials of the Auxiliary can wage a sufficiently intensive campaign to build a strong nationwode Auxiliary, and hence will not supply the considerable funds that would be required for such an effort; and

WHEREAS, The Brotherhood is faced with a declining membership, along with other railroad unions, as a result of the contraction in the railroad business, rendering it necessary to conserve its funds while seeking to expand its membership; and

WHEREAS, From an analysis of the organization problems of the Auxiliary it is apparent that the only way by which it is possible to rebuild the Ladies Auxiliary, or rather to build a nationwide Auxiliary, is that the job of developing the local Auxiliaries in the respective Zones be made a part of the regular organization assignment of the Zone Supervisors and Field Organizers of the Brotherhood, under the general direction of the International President; Therefore, be it

RESOLVED, That the International Executive Board of the Brotherhood of Sleeping Car Porters, herewith, go on record as recommending to the Second Triennial Convention the disestablishment of the international official structure of the Ladies Auxiliary, involving the abolition of the International Officers and the discontinuance of the work of the existing International Officials and International Executive Board, and the setting up of a Trusteeship Board, composed of a representative from the existing Zones, with the International President serving as Chairman, which shall be responsible to the International Executive Board and shall be required to make periodic reports on the state and progress of the organization of the membership of the Ladies Auxiliary, pending the calling of an International Convention, when deemed advisable by the International Executive Board and the International President, for the purpose of reestablishing an International Organization of the Auxiliary; Be it further

RESOLVED, That the present financial structure of the Auxiliary be abolished and that the new joining fee for membership shall be 50 cents and the monthly dues 25 cents, and 25 cents of the joining fee and 10 cents of the monthly dues shall be sent to the International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters monthly, and 25 cents of the joining fee and 15 cents of the monthly dues shall remain in the treasury of the Local Auxiliary; Be it further

RESOLVED, That the present International Officers of the Ladies Auxiliary, International President Sister Halena Wilson and International Secretary-

"Treasurer Sister Rosina C. Tucker, shall be placed upon a permanent pension, said pension to amount to the existing monthly salaries. This is but a small tribute and appreciation for the great work and contributions made to the Brotherhood and Ladies Auxiliary movement by Sisters Wilson and Tucker over the years; Be it further

RESOLVED, That the monies accumulated by the monthly remittance of 25 cents of the joining fee of 50 cents and 10 cents of the monthly dues of 25 cents by the local Secretary-Treasurers of the Ladies Auxiliary shall constitute a fund which shall be held in trust for the building of the International Ladies Auxiliary when the International Executive Board and the International President shall decide that the International Ladies Auxiliary shall be established; Be it further

RESOLVED, That whatever funds, if any, now exist in the treasury of the International Ladies Auxiliary, shall be turned over to the International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters to be used to meet any outstanding indebtedness which may exist. If there be no outstanding indebtedness, the said funds shall become a part of the aforementioned Auxiliary fund."

It was moved by Brother Bennie Smith and seconded by Brother Frank Boyd that the Resolution on the Reorganization of the Ladies Auxiliary presented by International President Randolph be adopted with the suggested corrections made by members of the Board. The motion was passed unanimously.

9. Canadian representative on the International Executive Board.

The following Resolution was read to the members of the International Executive Board by the International President:

"CANADIAN AND TRAIN PORTER MEMBERSHIP ON INTERNATIONAL EXECUTIVE BOARD

WHEREAS, The various Canadian Locals of the Brotherhood have for some time requested representation on the International Executive Board; and

WHEREAS, Our Canadian brothers have advanced what we believe to be sound and valid reasons for such representation; and

WHEREAS, It appears obvious that representation on the International Board for such a highly important part of our organizational structure would tend to further strengthen our union, with consequent benefits to all segments of the Brotherhood; and

WHEREAS, The Train and Chair Car Porter Locals of the Brotherhood have constituted loyal and valuable elements of our union for many years, have been and still are without representation on the International Board, and obviously have earned and deserve such representation; Therefore, be it

RESOLVED, That this Second Triennial Convention on the Thirty-First Anniversary of the Brotherhood, assembled in St. Louis, Missouri, September, 1956, go on record instructing the International President and International Executive Board to fill the next vacancy on the International Executive Board with a qualified Canadian Brother and the second such vacancy with a qualified Train or Chair Car Porter."

It was moved by International President Randolph and seconded by Brother Bennie Smith that the above Resolution be adopted. The motion was passed unanimously.

10. Time and one-half for overtime, pay for holidays, and the wage increase.

It was moved by International President Randolph and seconded by Brother G. C. Garron that the Brotherhood hold in abeyance the movement for time and one-half for overtime and pay for holidays, pending the conclusion of the movement for the 25 cents per hour increase in wages. The motion was passed unanimously.

11. $20.00 per diem for International Officers.

It was moved by Brother C. L. Dellums and seconded by Brother A. Philip Randolph that in light of the discussion that took place before the Board on the question of increased per diem, the members of the Board give serious consideration to this matter for the next six months and be prepared to discuss it at the next Board meeting. The motion was passed unanimously.

12. Pennsylvania Railroad taking over parlor cars and buffet cars.

A detailed analysis was made of this situation by Brother Randolph and Brother Webster, and it would appear that the Brotherhood may have an opportunity in the very near future of acquiring considerably more work, which is going to be turned over to the Pullman Company by the Pennsylvania Railroad and other railroads. By common consent the Board went on record directing the International President to use every effort at the command of the Organization to acquire as much work for our people as possible, and also to negotiate a change in the Scope Rule of the Pullman Agreement to provide for jurisdiction over this new type of work.

13. Civil Rights.

Brother Frank Boyd discussed the matter of Civil Rights with the members of the Board in an effort to impress upon the Board the dire necessity of the Brotherhood being interested in this important subject at this time.

14. The question of Special Agents of railroad carriers searching our members illegally.

Chairman M. P. Webster discussed this question in great detail with the Board. International President Randolph stated that he thought it was a humiliating performance which was applied only to Negroes, which reflected them as second class citizens, and that the Brotherhood ought to do everything possible to correct this sort of thing.

15. Discussion of Illinois Central situation.

After a detailed analysis of this situation by Brother T. D. McNeal, he moved that the International Executive Board go on record stating that the Organization should support with all its resources at hand the present fight on the Illinois Central Railroad and on all respective railroads in the United States and Canada where porters are represented by other organizations. The motion was seconded by Brothers James M. White, Ashley L. Totten, and Frank Boyd. The motion was unanimously passed.

16. Report of Committee on Finance.

The following report was presented to the members of the International Executive Board by the Finance Committee:

"REPORT OF FINANCE COMMITTEE TO THE INTERNATIONAL EXECUTIVE BOARD

Your Committee met in the International Headquarters, July 23-27, 1956, for the purpose of carrying out the duties and responsibilities assigned to it by the Board. In checking the financial records, the committee noticed that there was a constant and unusual large amount of fees shown as coming from the Canadian Pacific divisions which is inconsistent with the number of men employed on this property as well as the length of time the Union Shop Agreement has been in effect. A detailed examination of the C.P.R. reports and records revealed the following facts:

1. Prior to the advent of the C.P.R. Union Shop Agreement considerably less than one-half of the C.P.R. men were financial members.

2. When the Union Shop Agreement went into effect, dut to specific provisions of the Canadian law, it was impossible for the Brotherhood to force the C.P.R. men to pay joining fees or assessments. The only obligation the law places on the men is to pay dues, and they are paid through the check-off system. Since our constitution makes the payment of the $25.00 joining fee a prerequisite to membership in the organization, it was necessary to try to get the non-members to voluntarily pay the joining fees and all of the members to voluntarily pay the $10.00 Annual Tax. Even though additional organization personnel was taken off the road and assigned to the task of collecting fees and assessments, a majority of the non-members failed to pay fees or assessments, and we found that quite a number of men who were already financial members before the Union Shop have stopped paying the annual assessment.

3. Because of the inability to collect joining fees from the non-members and assessments from a majority of the members, plus the clear requirements of our constitution, payments made through the check-off by non-members are shown by the International Office as joining fees; and when the tax deadline arrives the dues of all members who have failed to pay the tax is applied to the assessment until it is paid. Now, obviously, this results in the non-members, who failed to pay the joining fee, never really becoming members in accordance with our constitution, and their monthly check-off continues to be shown as fees, all of which is submitted to the International office. In addition to that, more and more men who have paid the joining fees are becoming delinquent by their failure to pay the annual tax.

4. It is obviously unsound to continue indefinitely to collect dues through the check-off from men who are not members and who are, therefore, not entitled to the various services of the Brotherhood available to members. It is equally unsound to continue with a system which encourages members of the organization to become delinquent through failure to pay annual assessments.

Because it is the feeling of the Finance Committee that any correction of this intolerable situation would require constitutional changes, the committee recommended that the special committee on the constitution, created by action of the 1953 Convention, suggest constitutional changes which would have the effect of assuring equal membership status of the C. P. R. men and at the same time assuring that the financial obligation to be met by the Canadian members and the American members be equal.

The committee wishes to point out a few developments which we feel all of us ought to be cognizant of and more conscious of expenditures than ever before. As a result of the general increase in the cost of almost everything, the cost of operating the Brotherhood has also increased. Our costs have unavoidably gone up in practically everything from taxes to salaries. Salaries for the fiscal year ending July, 1956, were more than 10 per cent greater than they were for the fiscal year ending 1953, even though there was no increase in salaries to the International Officers. Total expenses for the same period increased a little over $26,000. However, we should point out here that this total expenditure is a reduction of some $30,000 as compared with last year. Our total income was off about $15,000 this year as compared with last year. We should further point out here that during the last year we had considerable increase in income from train and chair car porters as a result of more Union Shop Agreements among them and the Supreme Court decision upholding the Union Shop Agreement. Comparing the same two years, our participation in the Travelers Insurance Plan has added quite a little expense to the organization since the Brotherhood pays the premium on all of its employees.

Two additional points we feel are worthy of attention:

1. Investigation shows that there is definitely a downward trend in our class of employment.

2. The President of the Southern Pacific has recently predicted that travel will be gone within 20 years. He actually stated that he expected Pullman travel to be gone in about 10 years and day coach business to be gone within 20 years. About two weeks later presidents of the New York Central and the Pennsylvania issued statements that they were definitely planning to get out of the passenger business and that steps would be taken to force the traveling public to use airplanes, buses, and private automobiles."

At the conclusion of this report it was moved by International President Randolph and seconded by Brother G. C. Garran that the report of the Finance Committee be received and adopted. The motion was passed unanimously.

There was considerable discussion by the members of the Board on the Canadian situation insofar as the Finance Committee's report was concerned. It developed that there was a difference of opinion as to whether or not the report might be discriminatory insofar as certain members of the Organization were concerned, and in order to reconcile what appeared to be a difference of opinion in connection with the Canadian situation, the members of the Board agreed by common consent to appoint a committee composed of Brothers A. Philip Randolph, Bennie Smith, and C. L. Dellums, to meet as soon as possible and attempt to draw up a resolution to reconcile this situation to the end that we might avoid any conflicts that might be brought about as a result of this recommended change in the Constitution.

17. Telegram to Brother Thomas Patterson, Eastern Zone Supervisor.

By common consent of the members of the Board, it was agreed that a telegram should be sent to Brother Thomas Patterson, Eastern Zone Supervisor expressing the Board's wishes for his speedy recovery.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 p.m., August 6, 1956.

Respectfully submitted
MPWebster

SPECIAL SESSION
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

September 10, 1956

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Report of Proceedings

The International Executive Board of the Brotherhood of Sleeping Car Porters met in Special Session in the Board Room of the Pine Street YMCA in St. Louis, Missouri, September 10, 1956, at 12:00 Noon. The purpose of this meeting was to hear the following report of the International Executive Board to the Second Triennial Convention, which was presented by Chairman Milton P. Webster.

"REPORT OF INTERNATIONAL EXECUTIVE BOARD - PERIOD 1953 TO 1956

During the interim of the 1953 Triennial Convention and the 1956 Triennial Convention, the International Executive Board held six (6) meetings -- two (2) each year. The meetings were held in May and in December. At these various meetings, there were two hundred seventeen (217) different items that were referred to the International Executive Board. Some were referred to the Board by the Convention, some were brought to the Board by individual members, and some items came from the Local Divisions throughout the nation. All of these matters were handled and disposed of by the International Executive Board during that period.

There is such a diversity of the recommendations made in the items referred to the Board that it would be difficult to classify them. Some thirty-five or thirty-six items that were referred to the Board were items calling for changes in the rules of the various agreements we have with railroad carriers and calling for interpretations of certain rules, particularly rules in the Pullman Agreement.

While the International Executive Board has acted upon all the matters referred to it in connection with the suggested changes and interpretation of the rules of the agreements, it is well to point out at this time that in most of these instances the items had to be referred to the Agreement Committee. This is particularly true of items calling for certain changes in the rules of the agreements.

It might also be well to point out at this time that the Brotherhood of Sleeping Car Porters has a permanent Agreement Committee composed presently of International Officers C. L. Dellums, T. T. Patterson, and Bennie Smith. When changes in the rules of any of the agreements are proposed, they are referred to this Committee. When the Organization is preparing to set in conference with the companies on changes in the rules, a digest of the suggestions is made, and from that digest recommended changes are submitted to the company. The Board recommends that where there are Locals that desire to have changes made in the rules, they be taken up in Local meetings, sent to the International President or Zone Supervisor in charge of the Zone, "and they will see that the matter gets to the Agreement Committee.

THE FINANCE COMMITTEE

Shortly after the 1953 Convention, the International Executive Board, in compliance with the regulations of the changed Constitution of its responsibility for the finances, appointed a Finance Committee composed of First International Vice President Milton P. Webster, Third International Vice President C. L. Dellums, and Fourth International Vice President T. D. McNeal. In the spring meeting of 1956, Brother A. R. Dailey, a member of the Board, was added to the Committee. This Committee meets in the Headquarters in New York with International Secretary-Treasurer Ashley L. Totten and analyzes the finances of the Organization, including receipts and expenditures, and recommends to the Board from time to time various actions that are to be taken in order to, as far as possible, conserve the finances. Said finances are directed into the proper channels. A detailed report of the Finance Committee is attached to each copy of the Minutes of the International Executive Board, and International Secretary-Treasurer Totten will make or has made to this Convention a report of the finances in which various details will be pointed.

The expenditures of the Brotherhood of Sleeping Car Porters have increased in the past several years. This is particularly true of traveling expenses (railroad, Pullman, hotel) which is no doubt the greatest item of finance the Brotherhood has to contend with, with the exception of salaries. An analysis of the finances of the Brotherhood for the past several years will indicate that due to the unusual slump in the railroad business of passengers who ride first-class Pullman accommodations, there has been a substantial decrease in the employment of Pullman porters, and a corresponding decrease in the dues. The railroad companies are concerned about the reduction in the passenger business, particularly the first-class passenger business, and the indications are that unless something unusual occurs in the immediate future, we can expect more decreases in the passenger business (first-class), which will result in a reduction in the number of Pullman porters, and a corresponding reduction in the income from dues and taxes. The Committee has recommended that the utmost care be taken in the handling of expenditures of the Organization to the end that the expenditures might be conserved to the greatest extent, and the finances might be handled, as, when, and if it is necessary in the conduct of our business to have to use large sums of money.

TESTIMONIAL DINNERS FOR SISTERS HALENA WILSON AND ROSINA TUCKER

At the May, 1954 meeting, after a recommendation by International President Randolph, it was agreed that a testimonial dinner be given for Sisters Halena Wilson and Rosina Tucker in appreciation of their long and faithful services, and that the International give them, as an honorarium, one thousand ($1,000) dollars each.

THE CLAUD GROOMS SITUATION

Effective the 31st of December, 1953, International Vice President Webster recommended that Brother Claud E. Grooms be relieved from his position as Assistant Field Agent working under his jurisdiction in the Chicago Division. After having been taken out of the services of the Brotherhood of Sleeping Car Porters, Brother Grooms requested that he be allowed to come before the Board to tell what he called "his side of the story" in connection with this situation. The International Executive Board listened at its May, 1954 meeting in great detail to the submission made by Brother Claud Grooms, and concluded at the end of Brother Grooms' submission that the circumstances revealed in the long dissertation presented before the Board did not justify the International Executive Board to interfere with the action taken by the International President in connection with the situation. This was an unanimous action of the Board.

ATTEMPTED RAID ON CANADIAN MEMBERS OF THE BROTHERHOOD

"During the interim of the last Convention and the present Convention, some misguided Brotherhood members in the Canadian districts allowed themselves to become influenced by an attempted movement to desert the Brotherhood of Sleeping Car Porters and become affiliated with some alleged organization on the premise that there should be a Canadian organization for Canadian citizens. Some of our men signed cards with this outfit, but International President A. Philip Randolph and 2nd International Vice President Bennie Smith made a tour of the Canadian territory from Montreal to Vancouver, and after explaining the futility of such a move, the movement was routed.

THE LADIES AUXILIARY

Communications were received from International President Halena Wilson and International Secretary-Treasurer Rosina C. Tucker of the Ladies Auxiliary with reference to plans for the continued development of our Ladies Auxiliary. After a detailed discussion of the problems of the Ladies Auxiliary, the International Executive Board ruled that International President Randolph should confer with the officers of the Ladies Auxiliary before the 1956 Convention and report back to the Board at its pre-Convention meeting with such recommendations as he felt was needed in the premises.

UNEMPLOYMENT COMPENSATION FOR EXTRA PORTERS

During the period since the last Convention, it developed that extra porters in many districts in the country were experiencing serious difficulty in getting the proper compensation on their unemployment benefits due to misinterpretation of the regulations of the Railroad Retirement Board governing these unemployment benefits by field men and other under officials of the Board. A committee was appointed by the International Executive Board, composed of Brother T. D. McNeal, Brother C. L. Dellums, and Brother James Martin, to consult with the Board on the matter to see if something could not be done to adjust the situation.

After having the original conference, other conferences were held by the International Officers with the Railroad Retirement Board, and through Mr. Horace Harper, labor member of the Board, the Railroad Retirement Board decided on adjusting this situation to the end that the extra men were allowed to sign up and draw compensation to which they were entitled. The Board also rules that such men who were deprived of their proper compensation under these misinterpreted rulings and who had signed up at the time they were not working should be paid their back unemployment benefits. This resulted in thousands of dollars being paid to extra men throughout the nation, some men drawing as high as $700.00.

EFFORTS OF THE INTERNATIONAL ASSOCIATION TO RAID BROTHERHOOD MEMBERS

This International Association, a small unaffiliated group composed largely of miscellaneous railroad workers and lawyers, has attempted on any number of occasions to raid the membership of the Brotherhood of Sleeping Car Porters, particularly on the Missouri Pacific Railroad. Except for the fact that these attempted raids have caused the Brotherhood to spend considerable money fighting their efforts, no harm has been done. In each case where the Brotherhood has had to resist these attempts, the Brotherhood has prevailed. There have been three elections held on the Missouri Pacific Railroad involving this situation, and the Brotherhood has prevailed in each election.

ZONE CONFERENCES

"Carrying out the mandate of the 1953 Triennial Convention, International President Randolph arranged to hold Zone Conferences in the various Zones as a part of our educational campaign. The first Zone Conference was held in Richmond, Virginia for the Eastern Zone. Representatives were there from all the districts in the Eastern Zone, as well as representatives from the Ladies Auxiliary. The Brotherhood's aggressive program of education and organization was presented to the delegates for dissimination to the various locals throughout the Eastern Zone. The conference was highly successful.

The Southwestern Zone Conference was held in Dallas, Texas under the leadership of Fourth International Vice President T. D. McNeal where emphasis was placed on the educational aspect of the Brotherhood of Sleeping Car Porters to representatives from every district in the Southwestern Zone.

The third conference was a combination conference held for two Zones, the Chicago-Midwest Zone and the Detroit-Pittsburgh Zone. This conference was held under the direct supervision of 1st International Vice President Milton P. Webster and 2nd International Vice President Bennie Smith. There were representatives present from every district in the two Zones. During the three day conference held in Chicago, Illinois, an intensive program was carried on which prevailed upon the representatives to carry it back to the various locals. The conference was very well attended by delegates from every local in the two Zones.

International President Randolph and Second Vice President Bennie Smith conducted a conference among the members of the Organization in the Dominium of Canada in Montreal where representatives of all the Canadian groups participated in the conference. This conference had a widespread effect on developing the program of the Organization in that section of the country.

RAILWAY LABOR EXECUTIVES' ASSOCIATION

The Brotherhood of Sleeping Car Porters, since becoming a member of the Railway Labor Executives Association, has participated in the program and paid its share of the expenses to carry on the work of the Association. The Railway Labor Executives' Association is an over-all association in which the executive officers of all railroad unions, with a few exceptions, are members. International President A. Philip Randolph is a member of this association representing the Brotherhood of Sleeping Car Porters. The association maintains a headquarters with an Executive Secretary and staff in Washington, D. C., with a legal counsel and research department which carries on a program of developing information and techniques for your protection and advancing the interest of railroad workers.

Since becoming a part of the Railway Labor Executives' Association, the Brotherhood of Sleeping Car Porters is able to convey the benefits of this effective organization to its own program and to its members. The meetings of the Railway Labor Executives' Association are attended in most instances either by International President Randolph or 1st International Vice President Webster. The International Executive Board of the Brotherhood of Sleeping Car Porters wishes to commend International President Randolph for his participation in this association, and he is directed to make every effort to participate in the program of the association to the fullest extent.

CONTRIBUTION TO THE TORONTO RELIEF FUND

The International Executive Board appreciates the validity and necessity of such contribution to this fund as it was presented to the Board. After considerable "analysis of the situation, the Board decided that an appeal should be made to all locals in Canada to make voluntary contributions to this fund.

RUMP MEETINGS AND PETITIONS

As a result of meetings held by Brotherhood members outside the headquarters and without the knowledge of the recognized officers of the Organization, in which meetings efforts were made to dictate and influence the policy of the Brotherhood from this angle, and as a consequence of said meetings, petitions were circulated among the members of the Organization by irresponsible people in an effort to develop some outside method of carrying on the Brotherhood's business or influence the Brotherhood's program without being directed through the proper channels and through the recognized and elected officers of the Brotherhood in the various districts, the International Executive Board directed International President Randolph, after serious consideration of this matter, to issue strong and definite statements on this matter for the benefit of our members throughout the nation. The statements in themselves reflect the action of the Board in this respect. (Copies of above-mentioned statements attached to this report.)

INVESTMENT OF BROTHERHOOD FUNDS

The question of investment of Brotherhood funds was brought to the International Executive Board. The Board decided in the original case that it was best for the Brotherhood to continue to invest its funds in first class government bonds as being the safest investment. However, recommendation was made to look into the question of investing money to the extent of the amount insured by the government in Savings and Loan Associations, and in a subsequent meeting $20,000.00 was deposited in two Savings and Loan Associations in the State of California, one in Los Angeles and one in Oakland. Incidentally, deposits have been made in the Carver Savings and Loan Association to the extent of the deposit guaranteed by the United States government.

SUPPORT OF RAILROAD CARRIERS TO RECAPTURE RAILROAD BUSINESS

In reports coming to the Board from The Pullman Company and other railroad carriers with whom the Brotherhood has contracts, there has been rather a marked decrease in railroad passenger business, particularly first class railroad business which rides in Pullman cars. As a result of this decrease in business, there has been substantial reductions in the working forces of the class of railroad employes represented by the Brotherhood of Sleeping Car Porters, and that is particularly true of the Pullman porters. After an analysis of this situation by the International President, the Board decided to give all the support it could to the carriers in their efforts to recapture the railroad business.

PAYMENT OF TAX BY MEMBERS ON THE EXTRA BOARDS

Complaints were brought to the Board from many sources about extra men having to pay the Annual Tax. After an analysis of this situation, the Board unanimously ruled that any man on the extra board who performed no service during any calendar year would not be required to pay the Annual Tax.

UNION SHOP CASES

With the event of the Union Shop Agreements with The Pullman Company and various carriers throughout the nation, the Brotherhood encountered opposition from misinformed members of the Organization in their cimpliance with the Union Shop provisions of our agreements. Individual porters took it upon themselves to hire lawyers to resist the efforts of the Organization to compel them to comply with the Union

"Shop Agreements, and the Organization was forced into the courts in Shrevesport, Louisiana by a Pullman porter and in Kansas City, Missouri by a Pullman porter. Two more cases were brought before the National Railroad Adjustment Board, Third Division. The Brotherhood beat both of the cases in the courts in Kansas City and Shrevesport, and the Awards of the National Railroad Adjustment Board in connection with the Union Shop cases brought by individual porters were all decided in the Brotherhood's favor.

The most unusual case of an attempt to fight the provisions of the Union Shop Agreements exists on the Missouri Pacific Railroad where fourteen train porters refused to become members of the Brotherhood of Sleeping Car Porters under the Union Shop Agreement under the advice of the International Association and its lawyers headed by a Mr. Waddy of Washington, D. C. This case went through the regular channels provided for in the Agreement and finally wound up before a neutral appointed by the National Mediation Board to determine the issue on whether or not these men should be forced to join the Organization under the Union Shop Agreement. The neutral ruled with the Brotherhood of Sleeping Car Porters. Then these fourteen men, through the group of lawyers headed by Mr. Waddy, got a temporary restraining order in the courts of the State of Missouri which upheld the execution of our rights under the Union Shop Agreement, pending disposition of this case.

The Brotherhood of Sleeping Car Porters has carried on this fight in the courts for the past several years with this group, and it finally got an action dismissing the injunction, which is presently being held in abeyance awaiting the time limit stipulated by the courts during which this group could appeal.

In the meantime, representation has been made to the Organization to allow these men to become members of the Brotherhood of Sleeping Car Porters, but the International Executive Board, with the acquiescence of the International President, has ruled that no exceptions be made to these men. They had ample opportunity to become members of the Brotherhood of Sleeping Car Porters, but they refused to become members. Not only that, they subjected the Organization to considerable expense of having to fight these court cases. Further it would be unwise to make an exception for these men when Pullman porters and other porters all over the nation have been discharged because of their refusal to comply with the provisions of the Union Shop Agreement. Our lawyers, however, assure us that there is no way for this group to prevail, and it is just a matter of a few months before the provisions of the Union Shop Agreement on the Missouri Pacific will be executed.

Legal action was also taken against the Organization on both the Union Pacific Railroad and the Seaboard Airline Railroad. These cases went to the United States Supreme Court, and the Organization prevailed in each case.

PHYSICAL EXAMINATIONS REQUIRED BY THE PULLMAN COMPANY

A number of complaints were brought to the International Executive Board on the methods used by The Pullman Company in examining Pullman porters. However, since that time, the requirement of The Pullman Company that porters be annually examined was discontinued, and no action was necessary on that subject matter.

REASONABLE DOUBT RULE

In the latest revision of the Agreement with The Pullman Company, among other things, a nes rule was agreed upon with the Company providing that no employe should be penalized unless the charges made against him could be proved beyond a reasonable doubt. Prior to the introduction of this rule in the Agreement, The Pullman Company, "over a period of years under our grievance rules, had developed a technique through its Industrial Department which made it almost impossible for the Brotherhood to prevail in discipline cases before the National Railroad Adjustment Board under the principle that the Board would not disturb the action of the Management unless it could be shown affirmatively that Management abused its discretion and was arbitrary and unreasonable. Of course, under a principle such as that, the referees had wide latitude in determining the issues brought before the National Railroad Adjustment Board under said rules. So with the introduction of this new rule, it gave a new slant on the situation.

The Company attempted to ignore the new rule and tried to get the old principles to prevail. Eleven cases were taken to the National Railroad Adjustment Board under the "reasonable doubt" rule, and several referees rendered decisions, some of which were almost opposite to others rendered by the same referee. While the "reasonable doubt" rule was recognized in several minor cases, in the cases where the penalties were severe, the referee continued to interpret the principles under the old set-up.

However, eight more cases were taken to the National Railroad Adjustment Board under the "reasonable doubt" rule, and the Brotherhood finally got a decision in a number of cases in which the principle was laid down that it was incumbent upon the Company to prove that a man was guilty beyond a reasonable doubt, and further, it was incumbent upon the Board in considering discipline cases to consider them in the light of whether or not the charges were proved beyond a reasonable doubt. This was a distinct victory on this principle, and it has had far reaching results with the Company in that under this rule, as it has been finally interpreted by the Board, the Company has had a tendency to exact lesser penalties in discipline cases on the one hand, and on the other hand, it has been impelled to produce very definite evidence in a case where the Company has attempted to impose severe discipline or discharge.

It is the opinion of the International Executive Board that the success of handling a discipline case under the "reasonable doubt" rule depends upon the original presentation of the case in the hearing, and the Zone Supervisors and grievance men are directed to follow the instructions specifically in connection with presenting discipline cases.

PENSIONS FOR INTERNATIONAL BOARD MEMBERS

At several meetings of the Board, this question was brought up before the members of the Board. International President Randolph, after making a thorough investigation, reported that no other labor union in the country gave pensions to members of their Executive Boards unless they were fulltime executive employes.

NEW MEMBER APPOINTED TO THE INTERNATIONAL EXECUTIVE BOARD

Brother Frank Boyd, Secretary-Treasurer of the Twin Cities Division, was recommended by the International President to become a member of the International Executive Board in the place made vacant by the passing of the late John C. Mills. Brother Boyd has a brilliant background of loyalty and devotion to the Brotherhood of Sleeping Car Porters, to organized labor, and to the Negro race.

REALLOCATION OF LINES

Because of the reduction in the Pullman business throughout the nation, many districts in the country have had to reduce their forces to a considerable extent to the end that men of much seniority are forced to run extra and in some instances to be furloughed. Orginally when these conditions began to develop in one or two "districts, the Brotherhood, in cooperation with the Company, attempted to relieve the situation by making memorandum agreements taking lines from one district and having them operate out of another district where there were older men on furlough or on the extra list. This only provided temporary relief. As business began to decrease throughout the nation, more and more districts got into the category of needy districts. It developed that if any relief was to be granted, it would have to be done on a national scale. Presentations were made to the Board that a study of the needs of various districts should be made with a view of how some adjustments could be made to give the poorer districts more work at the expense of other districts.

A committee headed by Brother C. L. Dellums waited on The Pullman Company and made a survey of all the districts in the nation, including, among other things, the seniority of all the men on each extra board and the number of men on furlough. The Board, after an analysis of this situation, was forced to the conclusion that it would have to discontinue the former practice of taking a run from one district and allotting it to another because there were so many districts that were in need of help in that respect that it would just be a question of transferring the problem from one district to another. Therefore, it was decided by the Board that in the interest of equity for all members represented by this Organization, we would no longer continue to execute these memorandum agreements under these circumstances.

THE PORTERS' BEDS

A number of complaints were brought to the Board from various sources about the so-called porter's bed. In the interim of the last Convention, an extensive investigation was made of these porters' beds. Brother A. J. Weems of Chicago was appointed to accompany an official of the Company to inspect these beds on cars throughout the nation. As a result of the survey, it was decided by the Brotherhood that the porters should not be required to sleep in any particular or specific bed on the train, and that the porters' beds as such should be outlawed. The matter was taken up with The Pullman Company by International President Randolph, and after considerable discussion, the Company entered into a gentlemen's agreement in which it agreed that it would not require the porters to sleep in the porters' beds and if there was other sleep space available on the train, the porter would be assigned to sleep in said space. But the Company stipulated that in the event all space on the train was sold out and there was no other available space for the porter to sleep, it would not pay the porter under the loss of rest rule.

At the particular time, it appeared that on most trains of the nation there would be ample space for the porters to sleep exclusive of the porter's bed. While now and then we have complaints about a porter having to sleep in the porter's bed, information reveals that on the whole porters are not being required to sleep in t the porter's bed except in isolated instances. It is the intention of the Brotherhood of Sleeping Car Porters in subsequent revision of the Agreement to eliminate the question of any special or particular place for porters to sleep and insist upon the porters being allowed to sleep where everybody else sleeps.

REDUCTION OF WORK MONTH

After a thorough analysis of the situation involving the shortage of work in various districts thoughout the country, it developed that the only basis remedy to this problem was a substantial reduction in hours or a reduction in hours equivalent to 40 hours per week, which would bring the hours of the porters and other railroad employes on a 205 hour month at the present time down to a 174 hour basic month. Preparations were under way to develop the necessary statistical information to support the reduction of hours, but in the meantime a new movement started "for a 25 cents per hour increase in pay for non-operating groups. The International Executive Board ruled that in view of the fact that the Brotherhood could under no circumstances sidestep or not take advantage of an opportunity to increase our wage structure, the question of proceeding on the reduction of hours would have to be held in abeyance pending the outcome of the present movement for a substantial increase in pay for non-operating employes.

INTERNATIONAL PRESIDENT RANDOLPH BECOMES VICE PRESIDENT OF AFL-CIO

At the last Convention of the American Federation of Labor held in 1955 in New York City and the joint Convention of the combined AFL-CIO, International President A. Philip Randolph was elected first a Vice President of the American Federation of Labor, and secondly, a Vice President of the combined AFL-CIO Organization. This is a most distinct accomplishment and honor that has been conferred on the Brotherhood of Sleeping Car Porters, in that although it is relatively a small organization, its International President is one of the 29 men who make and determine the policies for the largest labor organization in the world.

The International Executive Board commends to you this step as a most outstanding accomplishment and a distinct honor conferred upon Pullman porters, train porters, chair car attendants, coach porters, locomotive firemen, switchmen, and other members of the Brotherhood of Sleeping Car Porters through its International President A. Philip Randolph.

In the new combined organization, 1st International President Milton P. Webster was appointed by President George Meany as a member of the Civil Rights Committee, and subsequently, Brother Theodore Brown, Research Director and Editor of the Black Worker, has been appointed on the staff of President Meany to carry on certain administrative work, particularly in the Civil Rights field, for the combined AFL-CIO.

These appointments recognize the accomplishments of the Brotherhood of Sleeping Car Porters in the organized labor field which place upon all of us a grave responsibility to see that the Brotherhood functions to the utmost extent on all fronts.

TRANSFER OF PULLMAN PARLOR CARS AND CLUB CARS TO THE PENNSYLVANIA, WABASH, AND NEW HAVEN AND HARTFORD RAILROADS

The Brotherhood of Sleeping Car Porters was informed by The Pullman Company that effective as of August 1, 1956, the Wabash Railroad would operate the parlor cars on its road involving some twelve jobs and that the Pennsylvania Railroad would, as of October 1, 1956, operate its own club cars on its system, and that the New Haven & Hartford Railroad would operate its own club cars and parlor cars on its system. This project would involve the loss of something over 200 jobs which at that time were under our contract.

The International Executive Board directed that International President Randolph use every effort to handle this matter to serve the best interest of our members. It developed that the Wabash Railroad practically wouldn't talk to us about the matter, and the New Haven & Hartford Railroad, while not as abrupt as the Wabash Road, did not offer us any more consolation. The Pennsylvania Railroad, however, arranged a conference with the Brotherhood, and at the time of the first conference pointed out that it actually didn't know what details would be brought to bear in this transfer, but informed us that the transfer would be made and the Company would consult with us before final action was taken. Recently the Pennsylvania Railroad consulted with our representatives and advised them that the Company was going to take over the parlor car and club car business and suggested that our men, who so "desired, apply for these jobs. This has been done in New York City, Chicago, Pittsburgh, Philadelphia, and other places, and some of our members have been accepted.

The Brotherhood of Sleeping Car Porters is moving ahead in this field in an attempt to get a majority of these men in this classification to sign authorization cards with the view of getting the right to represent this class of men.

CONTRIBUTIONS

During the interim between the 1953 Convention and the 1956 Convention the Brotherhood made the following contributions:

Truman Library Fund - $500.00

Free Trade Union Committee - $1,000.00

Mrs. Rosina C. Tucker, International Secretary-Treasurer of the Ladies Auxiliary - $1,000.00

Mrs. Halena Wilson, International President of the Ladies Auxiliary - $1,000.00

Barbados Workers - $100.00

Harvard University's Labor Management Project - $250.00

Raymond F. LeHaney Memorial Fund at the request of Dave Beck of the International Teamsters Union - $250.00

Religion & Labor Committee - $100.00

Electrical Workers Union - $500.00."

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After the above report was read to the members of the Board by Chairman Webster, it was moved by Brother T. D. McNeal and seconded by Brother A. Philip Randolph that the report be accepted and adopted. The motion was passed unanimously.

Respectfully submitted,

BROTHERHOOD OF SLEEPING CAR PORTERS

M.P. Webster
M. P. Webster, Chairman
International Executive Board

Thomas Patterson, Secretary
International Executive Board

SPECIAL SESSION
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

September 11, 1956

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Report of Proceedings

The International Executive Board of the Brotherhood of Sleeping Car Porters met in Special Session in the Board Room of the Pine Street YMCA in St. Louis, Missouri, September 11, 1956, at 1:00 p.m. It was moved by Brother A. Philip Randolph and seconded by Brother T. D. McNeal that the following statement be adopted by the International Executive Board to be presented to the Ladies Auxiliary's Convention by International President Randolph. The motion was passed unanimously.

> "The Board met in special session on the afternoon of Monday, September 10, 1956 for the purpose of giving the officers of the Ladies Auxiliary an opportunity to state their position on a resolution that had been submitted to the International Executive Board of the Ladies Auxiliary by International President Randolph for its reorganization. The original presentation was made by International President Halena Wilson and International Secretary-Treasurer Rosina C. Tucker, and was acquiesced in by several other members of the International Executive Board of the Ladies Auxiliary who were present.
>
> The Board met again in special session on Tuesday, September 11, 1956, and after due deliberation of the subject matter of this resolution, having in mind the statements made by Sister Rosina Tucker before the Convention on September 10th and the statements made by International President Wilson and International Secretary-Treasurer Tucker before the International Executive Board on the same date, it wishes to definitely make it known that it resents the statements made by these officers as not being in conformity with the facts and what appeared to the members of the Board as an unmerited attack of the International Executive Board and its members, intimating that the Board had ulterior motives in its attempt to provide a feasible plan for the reorganization of the Ladies Auxiliary throughout the nation.
>
> Some of the statements made were to a large extent irresponsible, half truths, and contrary to the recognized principle of trade union ethics that should exist between the leaders of this Organization. The Board feels that the unwarranted and drastic attack made on the Board and its motives by Sister Rosina Tucker at the Convention where she was called upon to speak as a matter of courtesy was totally unjustified and an attempt to create the impression that the resolution, as attempted by the International Executive Board, was intended to destroy the Ladies Auxiliary rather than build it up. The words and phrases as contained in this resolution certainly belie any such intention.

"However, International President Randolph asks that the resolution be withdrawn from the Board at this time, pointing out that the officers and members of the Ladies Auxiliary and the officers and delegates attending this Second Triennial Convention should be adequately informed about this situation. After considerable discussion and analysis of this matter by the Board members and the explanation given by International President Randolph, it was directed that the proposed reorganization of the Ladies Auxiliary, as set forth in the resolution should be put into effect at such time as the Board deems it advisable. There was unanimous resentment on the part of the Board of this rather drastic attack on its motives in this matter, and in complying with the request of the International President that this resolution be withdrawn for the time being, it directed the International President to advise the officers and delegates of the Convention of the Ladies Auxiliary of the Board's feeling in this matter, and further directed that in view of the rather distorted explanation of the intention of the Board in passing this resolution as conveyed to the Convention by Sister Tucker and to the Board by Sister Wilson and Sister Tucker, they be informed that the position taken by these officers of the Ladies Auxiliary was out of harmony with trade union loyalty as it should exist among the officers of this Organization.

It was further directed that an analysis of this situation be made to the Convention of the Brotherhood of Sleeping Car Porters, and that the question of reorganization of the Ladies Auxiliary should be adequately re-examined with the view of the Brotherhood of Sleeping Car Porters assuming the responsibility of developing a Ladies Auxiliary organization commensurate with the size of the Brotherhood of Sleeping Car Porters."

Respectfully submitted,

BROTHERHOOD OF SLEEPING CAR PORTERS

M.P. Webster

M. P. Webster, Chairman
International Executive Board

Thomas Patterson, Secretary
International Executive Board

Post-Convention Minutes
# of the
INTERNATIONAL EXECUTIVE BOARD MEETING
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
St. Louis, Missouri
September 14, 1956

AGENDA

September 14, 1956

Opening by Chairman M. P. Webster

Roll Call

Present: A. Philip Randolph, International President
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
A. R. Dailey
G. C. Garran
Henry Yates
James M. White
James A. Martin
Frank Boyd

Absent: Thomas Patterson, Eastern Zone Supervisor
Ashley L. Totten, International Secretary-Treasurer

1. Election of Chairman of the International Executive Board.

2. Election of Secretary of the International Executive Board.

3. Printing of revised Constitution.

4. Appointment of Agreement Committee.

5. Appointment of Finance Committee.

6. $20.00 per diem for International Officers and International employes.

7. Next meeting of International Executive Board.

Adjournment.

MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

September 14, 1956

-

Report of Proceedings

The Post-Convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters was held in the Board Room of the Pine Street Branch YMCA in St. Louis, Missouri on September 14, 1956, at 4:00 p.m., with eleven members present. The order of business continued as follows:

1. Election of Chairman of the International Executive Board.

It was moved by International President Randolph and seconded by Brother Ashley L. Totten that 1st International Vice President Milton P. Webster be re-elected Chairman of the International Executive Board. The motion was passed unanimously.

2. Election of Secretary of the International Executive Board.

It was moved by International President Randolph and seconded by Brother Frank Boyd that Eastern Zone Supervisor Thomas Patterson be re-elected Secretary of the International Executive Board. The motion was passed unanimously.

3. Printing of revised Constitution.

It was moved by International President Randolph and seconded by Brother T. D. McNeal that the revised Constitution be printed and that it be printed under the supervision of Brother C. L. Dellums. The motion was passed unanimously.

4. Appointment of Agreement Committee.

By common consent of the Board, the following members were re-appointed to the Agreement Committee: 2nd International Vice President Bennie Smith, 3rd International Vice President C. L. Dellums, 4th International Vice President T. D. McNeal, and Brother James A. Martin.

5. Appointment of Finance Committee.

By common consent of the Board, the following members were re-appointed to the Finance Committee: 1st International Vice President M. P. Webster, 3rd International Vice President C. L. Dellums, 4th International Vice President T. D. McNeal, and Brother A. R. Dailey.

6. $20.00 per diem for International Officers and International employes.

It was moved by Brother T. D. McNeal and seconded by Brother A. Philip Randolph that the per diem shall be $20.00 for all International Officers and International employes. The motion was passed unanimously.

7. Next meeting of International Executive Board.

It was moved by Brother C. L. Dellums and seconded by Brother A. Philip Randolph that the next meeting of the International Executive Board be held at the regular time in May, 1957.

The Post-Convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 p.m., August 14, 1956.

Respectfully submitted,

BROTHERHOOD OF SLEEPING CAR PORTERS

MPWebster

Milton P. Webster, Chairman
International Executive Board

Thomas Patterson, Secretary
International Executive Board

ASA PHILIP RANDOLPH SUBJECT FILE BROTHERHOOD OF SLEEPING CAR PORTERS

International Executive Board Minutes

1957-58

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NATIONAL INSERTABLE-TAB INDEXES ENABLE YOU TO MAKE YOUR OWN SUBJECT ARRANGEMENT, USING PLAIN INSERTS ON WHICH TO WRITE YOUR OWN CAPTIONS.

MAY, 1957

Minutes of Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois

May 6-8, 1957

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AGENDA

May 6, 1957

Opening by Chairman M. P. Webster

Invocation.

Roll Call.

Present: A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
Henry Yates
Frank Boyd
James A. Martin

Minutes of previous meeting.

1. Request of European sleeping car porters for contribution to help pay their way to America to meet with Brotherhood of Sleeping Car Porters.

2. National Committee of Human Rights of the Canadian Labor Congress requests contribution for the maintainence of the work of this committee.

3. Joseph Keenan, International Brotherhood of Electrical Workers, seeks contribution to help defray debt incurred in the election of Senator Wayne Morris of Oregon.

AGENDA

4. National Safety Council requests membership of the Brotherhood of Sleeping Car Porters which will cost about $40.00 per year.

5. Physical handicapped of the AFL-CIO requests contribution.

6. Statue of Liberty National Monument seeks a contribution through George Meany and David McDonald for completion of the Statue with the name of the Brotherhood included if the contribution is not less than $1,000.

7. Association of Catholic Trade Unions requests a contribution on its 20th Anniversary.

8. Tampa Division seeks jurisdiction of Sarasota and outlying points in Florida.

9. Naming of member to the International Executive Board to fill vacancy of Brother James White.

10. James White's pension.

11. Brotherhood bonds.

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May 7, 1957

12. Civil Rights Fund.

13. Committee on Political Education.

14. Investment of Brotherhood funds in Mutual Investment Associations.

15. Report of Finance Committee.

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May 8, 1957

16. Should Brotherhood take over dining car employes of the Pennsylvania Railroad and the Chicago, Burlington & Quincy Railroad?

17. Matter of joining fees for Pennsylvania employes

AGENDA

18. Reduction of preparatory and release time on Pullman cars.

19. Case of The Pullman Company versus the various Brotherhoods on the transfer of Pullman cars to the Pennsylvania Railroad, case now pending before the National Mediation Board.

20. Increase in per diem.

21. Silverman of St. Louis.

22. Ladies Auxiliary.

23. Delegates to the AFL-CIO Convention.

24. Monthly Reports.

25. Memorial to Brother James M. White.

26. Adjournment.

MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

May 6-8, 1957

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Report of Proceedings

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May 6, 1957

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, in Chicago, Illinois, at 11:30 a.m., May 6, 1957. The meeting was called to order by Chairman M. P. Webster, and prayer was rendered by Brother Thomas Patterson, Secretary of the Board. The roll was called, and 12 members answered present. The reading of the minutes of the last meeting of the Board was waived by common consent. The order of business continued as follows:

1. Request of European sleeping car porters for contribution to help pay their way to America to meet with Brotherhood of Sleeping Car Porters.

   After a thorough discussion of this item, it was agreed by common consent that International President Randolph be requested to write the representatives of the European sleeping car porters and to advise them that it would not be convenient for this Organization to underwrite the expense of a trip to America because of the commitments of this Organization to carry on a fight for a reduction of hours and other basic and important matters that concern this Organization.

2. National Committee of Human Rights of the Canadian Labor Congress requests contribution for the maintenance of the work of this committee.

   After a discussion of this item, the Board sustained the action previously taken to make a contribution of $250.00 to the International Committee of Human Rights of the Canadian Labor Congress.

3. Joseph Keenan, International Brotherhood of Electrical Workers, seeks contribution to help defray debt incurred in the election of Senator Wayne Morse of Oregon.

   The Board, after discussing the matter, decided that it did not feel that we are within our legal rights to make a contribution such as has been requested for

Senator Morse for expenses incurred in a national election, and instructed International President Randolph to convey this information to Brother J. Keenan and get his observation on the legality of any such contribution.

4. National Safety Council requests membership of the Brotherhood of Sleeping Car Porters, which will cost about $40.00 per year.

After considerable discussion, action on this matter was referred to a later meeting by common consent of the Board.

5. Physical handicapped of the AFL-CIO requests contribution.

It was agreed by common consent of the Board that in view of all the ramifications of this fund, the Brotherhood of Sleeping Car Porters felt obligated to contribute the sum of $100.00.

6. Statue of Liberty National Monument seeks a contribution through George Meany and David McDonald for completion of the Statue with the name of the Brotherhood included if the contribution is not less than $1,000.

It was the consensus of the opinion of the members of the Board that the Brotherhood of Sleeping Car Porters did not feel an obligation to make a contribution, requested by Brother George Meany to the Statue of Liberty National Monument. It was moved by Brother Bennie Smith and seconded by Brother Patterson that the donation not be made. The motion was passed unanimously.

7. Association of Catholic Trade Unions requests a contribution on its 20th Anniversary.

It was moved by Brother Randolph and seconded by Brother Bennie Smith that the Brotherhood of Sleeping Car Porters contribute $100 to the Association of Catholic Trade Unions because of its aggressive program in the interest of all of the things that organized labor is concerned with. The motion was passed unanimously.

8. Tampa Division seeks jurisdiction of Sarasota and outlying points in Florida.

It was moved by Brother Randolph and seconded by Brother Dellums that in view of the position taken by the Organization in reference to the re-assignment of runs to districts and similar subjects, the Tampa Division be advised that it would not be advisable to take any action on their request at this time, particularly in view of similar situations that exist in many districts throughout the country. The motion was passed unanimously.

9. Naming of member to the International Executive Board to fill vacancy of Brother James M. White.

Brother Randolph recommended that Brother A. R. Blanchette of Montreal, Canada be elected as a member of the International Executive Board of the Brotherhood of Sleeping Car Porters to fill the vacancy caused by the death of Brother James M. White.

It was moved by Brother McNeal and seconded by Brother Dailey that the Board confirm the recommendation made by Brother Randolph that Brother A. R. Blanchette be elected as a member of the International Executive Board of the Brotherhood of Sleeping Car Porters. The motion was carried as follows: Brother Thomas Patterson, A. Philip Randolph, J. A. Martin, A. R. Dailey, G. C. Garran, Frank Boyd,

C. L. Dellums, Henry Yates, A. L. Totten, and T. D. McNeal voted in favor of this motion. Brother Bennie Smith and Brother M. P. Webster voted against the motion. The motion was passed.

Brother Webster pointed out that he wished to appear in the record the reasons why he was opposed to Brother Blanchette being elected as a member of the International Executive Board, and made the following statement:

I do not feel that Brother Blanchette should be a member of this Board at this time because of certain reactions that has been demonstrated by him over the years. I particularly wish to call your attention to some incidents that happened at the last Convention in 1956 in reference to the proposition that was agreed upon for the adjustment of the situation insofar as our members in the Dominion of Canada and on the Canadian Pacific particularly were concerned.

Everybody knows that this question of Canadian representation on the Board has been with us for many conventions. I am of the opinion, and have so stated on Convention floors and otherwise, that representatives from the Canadian Pacific should get on the Board just as everybody else gets on the Board, but in order to resolve the situation, I agreed to go along with the suggestion made in handling the situation to the effect that the next vacancy on the Board that occurred should go to a qualified Canadian and the second vacancy to a qualifieid train porter.

Brother Blanchette sat in the Resolution Committee as a member thereof, and after the discussion of the matter, he made no objection to the final resolution passed by the Resolution Committee to the effect that in the event of a vacancy, the next vacancy would be given to a qualified Canadian member, and the second vacancy would be given to a qualified train porter. Then when the matter came out on the Convention floor, he raised a Constitutional question. Of course, my observation of the question raised is in the minutes of the Convention. It is my opinion that a member who takes a position such as that certainly is not qualified to be a member of this body, which has to do with determining a good deal of the policy of this Organization. I wanted the members of the Board to know definitely the reason for my position.

10. Brother James White's pension.

It was moved by Brother McNeal and seconded by Brother Dellums that the $100 per month pension that has been given to Brother James M. White be continued to be given to Mrs. James White up to and including the month of July, 1957, and then be discontinued. The motion was passed unanimously.

11. Brotherhood bonds.

It was moved by Brother Dellums and seconded by Brother McNeal that in compliance with the provisions of the International Brotherhood's Constitution, the bonds owned by the Brotherhood of Sleeping Car Porters and the surety bonds for International President Randolph and International Secretary-Treasurer Totten be placed in possession of the International Executive Board, and that the Board direct that the Chairman of the International Executive Board be given possession of these bonds, and that it further be directed that the Board secure a safety deposit box to which both the Chairman and the Secretary of the Board will have keys, with the stipulation that it only be opened when both are present, and said bonds be deposited in said safety deposit box. The motion was passed unanimously.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., May 6, 1957, to reconvene at 11:00 a.m., May 7, 1957.

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May 7, 1957

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at Chicago Division Headquarters, Chicago, Illinois, at 11:00 a.m. The meeting was called to order by Chairman M. P. Webster. The roll was called by Secretary Thomas Patterson, and all members were present. The order of business continued as follows:

12. Civil Rights Fund.

It was agreed by common consent that the Board re-affirm the position taken at a previous meeting of the Board calling upon all of our members to contribute one hour's pay to be placed in the Civil Rights Fund.

13. Committee on Political Education.

The Board agreed by common consent to re-affirm the action previously taken in which the Board directed that all efforts be made to collect the $1.00 from each member for the Committee on Political Education and also $1.00 for the Railway Labor Political League.

14. Investment of Brotherhood funds in Mutual Investment Associations.

By common consent, the Board, after considerable discussion, directed that International President Randolph write the young lady who asked that this matter be brought before the Board, who is a daughter of a good member of the Washington, D.C. Division, and advise that the Board did not take any action on the proposition at this time, but would be glad to give consideration to it for future reference.

15. Report of Finance Committee.

The Finance Committee made the following report to the members of the Board:

REPORT OF THE FINANCE COMMITTEE

The Finance Committee met in New York City on May 1, 2, and 3, 1957, and begs leave to make the following report:

ITEM NO. 1: The Finance Committee examined all financial records in the International Office, including the account books kept by the bookkeepers, the check books of all the various accounts for both the International Organization and the Organization of Locomotive Firemen. The Committee also checked all the travel maintenance vouchers and the payroll of all International Officials and employes. The Finance Committee wishes to make this general statement:

Directions should be made to the International Secretary-Treasurer that the books be brought up to date. It was found that the ledgers involving the International accounts were at least thirty days behind. There were no entries in either the receipts or disbursements for the month of April, 1957. The Committee also found that there had been no entries made in the books covering the Locomotive Firemen's fund for approximately ninety days. This, the Committee feels, is not the most healthful situation, and its recommendation is that the officers in charge of handling the funds of the Organization see to it that the books are brought up and kept up to date at once, and if it is found that there are any reasons why these books cannot be brought up to date and kept up, that the Finance Committee be advised at once in order that some effort be made to correct the situation.

ITEM NO. 2: In checking over the various deposits made in the various banks in which the Brotherhood keeps its money, it was found that the deposits were not made with any degree of regularity. In fact, it was found that one deposit, for instance, was made on February 20th, and there wasn't another deposit made until February 27th. We also found that in one instance there was no deposit made between January 18th and January 30th, and between November 28th and December 13th. The Committee recommends that these deposits be made daily or not less than every other day, except of course on week-ends when deposits cannot be made on Saturday and Sunday.

ITEM NO. 3: The Committee also looked over the various bills that the Organization pays from time to time and found a number of bills which had been paid by the Secretary-Treasurer but there was nothing accompanying the bills to indicate what items the bills referred to. This was particularly true in reference to the Dorothy Press and the printing bills. The Committee therefore recommends that the various invoices received from the printer and from the Dorothy Press be attached to the bills which include the enumeration of the various items. In that way the amounts that are paid out can be checked with the invoices. The Committee does not maintain that these bills were not checked, yet when we asked for information about the printing bills particularly, no one was able to find the various invoices which these bills appeared to represent.

ITEM NO. 4: In reference to the Firemen's account, in addition to being three months behind in the posting of the books, we found, in looking over the check books, records of what appeared to the Committee to be excessive amounts paid out for postage. In discussing the matter with Brother McLaurin and Brother Totten, it developed that there might have been some overlapping of postage which was not altogether chargeable to the Firemen's fund. The Committee recommends that since this situation does not represent a healthy record, these excessive amounts of postage should not be charged up to the Firemen's fund.

ITEM NO. 5: The Committee also found, in looking over the check book of the Firemen's fund, that a check for $1,000 was written and was charged as a loan to the N AACP. The Committee was at a loss to determine just why the Firemen's fund made a loan to the NAACP, and on raising the matter with Secretary-Treasurer Totten and Brother McLaurin, it developed that this $1,000 was used in connection with this pilgrimage for prayer being held in Washington in the near future. The Committee recommends that in view of the fact that the Firemen's fund is a part of the Brotherhood funds, as are all other funds, the same regulations that apply to donating or loaning funds of the Organization should be applied to any funds that are used for such purposes as above set forth. Under our Constitution, all loans and donations should have the approval of the International Executive Board. The Committee recommends that this regulation be definitely adhered to in the future.

INTERNATIONAL INVESTMENT BONDS AND SURETY BONDS FOR INTERNATIONAL PRESIDENT AND INTERNATIONAL SECRETARY-TREASURER

ITEM NO. 6: The Committee recommends, in accordance with the provisions of the Constitution, that the bonds in which the Brotherhood has invested its funds and the surety bonds for Brother Randolph and Brother Totten be placed in the custody of the International Executive Board, as is provided for in the Constitution. The Committee further recommends that the International Executive Board, through the Chairman and the Secretary of the Board, procure the bonds from the International Secretary-Treasurer, the investment bonds and the surety bonds, and that a safety deposit box be rented in the name of the International Executive Board, to be opened only in the presence of the Chairman of the Board and the Secretary of the Board, said investment and surety bonds to be placed in this safety deposit box.

BROTHER DASH OF MONTREAL

ITEM NO. 7: The Committee, in looking over the payroll of the employes of the International found that Brother Dash of Montreal was on the payroll for $400.00 per month, and upon inquiry the Committee found that Brother Dash had been taken down off the road to work among the Canadian Pacific members because of the peculiar situation that existed at the time wherein the Canadian Pacific railroad would not check off initiation fees or taxes. It was the understanding of the Committee that Brother Dash was taken down off the road, along with one or two other men, for the purpose of collecting the initiation fees and the taxes. In view of the fact that under the method that has been provided in the action taken in the 1956 Convention in providing for the increase in dues for our Canadian brothers from $4.00 per month to $4.85 per month to provide for the Canadian brothers to pay the same amount into the Organization as the American brothers pay in dues and taxes, it is felt that it would not be necessary to keep Brother Dash down at $400 per month for that purpose. It was further the feeling of the members of the Committee that in view of the fact that we had one International employe on full time in the Dominion of Canada, which territory involves less than 700 men, and that the International maintains an office with a secretary in Montreal to handle the business of the Canadian brothers, that is sufficient. Therefore, Brother Dash should be released from this position that he now occupies at the rate of $400 per month.

STAMPED SIGNATURES ON BROTHERHOOD CHECKS

ITEM NO. 8: In recent months a stamped signature, containing the signatures of International President Randolph and International Secretary-Treasurer Totten, has been used for the purpose of signing checks. No doubt this was done because of the fact that the International President is away, and it may be due to the fact that the Secretary-Treasurer had been off sick for some time. The Committee believes that this is not the safest method of handling our funds, and therefore recommends that beginning immediately this plate with the stamped signatures be destroyed and that the checks be signed by Brother Randolph and Brother Totten as the Constitution provides.

VACATION PAY

ITEM NO. 9: Some years ago the International Executive Board established as a part of the Brotherhood's personnel policy vacations with pay on the following basis: International Officers, one month each year; and employes of the International Organization, one week after one year, two weeks after two years, and three weeks after five years.

Shortly thereafter the Board took cognizance of the fact that due to the nature of their responsibilities and other pertinent facts, certain International Officers: (namely, President Randolph, International Vice Presidents Webster, Smith and Dellums) were unable to relieve themselves of this work and responsibilities for periods longer than week-ends or two or three days at a time.

The Board, therefore, directed that in instances where such International Officers were unable to actually take their vacations, they should receive an extra month's pay in lieu thereof. The first such payments were for loss of vacations in the previous calendar year.

In going over the financial records of the International Organization, the Finance Committee found evidence showing that this official policy is either misunderstood or is being disregarded. For instance, the Committee found that two girls employed in the New York Office received fifty-five (55) weeks pay in 1956 and actually were relieved for three (3) weeks vacation during the year.

In looking over the payroll, the Committee found a situation which we feel ought to be brought to the attention of the International Executive Board and the International Secretary-Treasurer, involving one of the employes in the New York Office. The record as it appears on the payroll is as follows:

November 29th	One week's salary and overtime	$134.68
November 29th	Listed as vacation pay	345.00
November 29th	3 dates in different records and reported to Committee as November check	15.00
December 6th	One week's salary	115.00
December 13th	One week's salary and overtime	137.00
December 20th	One week's salary	115.00
December 27th	One week's salary and overtime	155.00

Apparently this employe drew $1,017.08 in five pay days. Further inquiry revealed the fact that this employe took its vacation during that period, and the record shows that this employe was paid for every week, including the weeks that its vacation was taken, and in addition to that, drew three weeks pay for what appeared to be vacation pay. The Committee recommends that an adjustment is due the Organization from this employe on the basis of the amount of money that has been paid out and recommends that this be arranged as soon as possible.

The Committee therefore recommends that the vacation policy, as outlined above, be reiterated and that the officers be directed to see that it is complied with.

* * * *

ITEM NO. 10: A very exhaustive analysis of the Organization's finances was made by the Committee, and it found that while there had been a great reduction in income due to the large number of men furloughed throughout the nation, yet for the past several years we have shown an increase in income over expenditures and that our surplus has been increased, although in the last several years the percentage of increase of surplus had been reduced. In fact, we found, in comparing the year 1955 with the year 1956, that it was an increase of less than $38,000 of income over expenditures and that our surplus was only increased by that amount.

The Committee feels, in connection with a sum of money that we are concerned about - some $800,000 - that when our surplus is reduced to as little as $38,000 for one year, it is an indication of our decrease in income, which, if not closely guarded might within the next year or two result in a deficit and an ultimate reduction of our surplus.

Therefore, the Committee recommends that a close study be made of the expenditures of the Organization, which runs some $325,000 per year, with the view of trying to develop some method of only spending such money as is absolutely necessary. The Committee feels that our financial structure is still strong but urges all of the officers of this Organization, who have to do with expenditures of funds, that the utmost care be taken to the end that our funds will be conserved as much as possible. The Committee does not attempt to create the impression that any essential Brotherhood function should be curtailed, but it sincerely recommends that the utmost care should be taken in the handling of our funds.

Respectfully submitted,

M. P. Webster

C. L. Dellums

T. D. McNeal

A. R. Dailey

It was moved by Brother McNeal and seconded by Brother Randolph that in view of the fact that the report included a good many items upon which discussion was necessary, the report would be considered item by item. The motion was passed unanimously.

ITEM NO. 1: In reference to bringing the books up to date, it was moved by Brother Randolph and seconded by Brother Garran that Item No. 1 be adopted. The motion was passed unanimously.

ITEM NO. 2: In regard to making regular deposits of funds in the bank, it was moved by Brother Randolph and seconded by Brother Martin that Item No. 2 be adopted. The motion was passed unanimously.

ITEM NO. 3: In regard to attaching the vouchers to the various paid bills, it was moved by Brother Randolph and seconded by Brother Martin that this Item No. 3 be adopted. The motion was passed unanimously.

ITEM NO. 4: With reference to the postage expenditures from the Firemen's fund, it was moved by Brother Randolph and seconded by Brother Garran that Item No. 4 be adopted. The motion was passed unanimously.

ITEM NO. 5: In reference to the $1,000 loan to the NAACP from the Firemen's Fund, it was moved by Brother Randolph and seconded by Brother Martin that Item No. 5 be adopted. The motion was passed unanimously.

ITEM NO. 6: In regard to International investment bonds and surety bonds, this item had been previously disposed of in the first session of the Board, and no action at this time was necessary.

ITEM NO. 7: In reference to Brother Marcus Dash, it was moved by Brother Dellums and seconded by Brother Dailey that Brother Dash be informed that because of the conditions set forth in the item, that he be relieved of his position in Montreal, effective July 1, 1957. The motion was unanimously carried.

ITEM NO. 8: In reference to stamped signatures on Brotherhood checks, it was moved by Brother Randolph and seconded by Brother Martin that Item No. 8 be adopted. The motion was unanimously carried.

ITEM NO. 9: It was moved by Brother McNeal and seconded by Brother Dellums that the report of the Finance Committee on the question of vacation pay be adopted. The motion was passed unanimously. In reply to inquiry made by International Secretary-Treasurer Totten as to what people were included to get the vacation pay provided under Item No. 9, he was advised that it was to apply to Brothers Randolph, Totten, four International Vice Presidents, and Eastern Zone Supervisor Patterson.

ITEM NO. 10: This item, by common consent of the members of the Board, was unanimously adopted.

The second session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., May 7, 1957, to reconvene at 11:00 a.m., May 8, 1957.

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May 8, 1957

The Third session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at the Chicago Division Headquarters, Chicago, Illinois, at 11:30 a.m. The meeting was called to order by Chairman M. P. Webster. The roll was called by Secretary-Thomas Patterson, and all members were present. The order of business continued as follows:

16. Should the Brotherhood take over dining car employes of the Pennsylvania Railroad and the Chicago, Burlington & Quincy Railroad?

    After considerable discussion of the question of the dining car employes on the Pennsylvania and Chicago, Burlington & Quincy Railroad, it was agreed by common consent that International Vice President Webster and International President Randolph be advised to continue the analysis and investigation and survey on the Pennsylvania and Chicago, Burlington & Quincy Railroads respectively, and if the time comes where, in their judgment, they feel that the Brotherhood ought to move in to organize them, they are authorized to do so.

17. Matter of Joining fees for Pennsylvania employes.

The matter of joining fees for both Pennsylvania and Burlington men was discussed, and it was the consensus of opinion that it would be to our advantage to take these men in without their having to pay the joining fees, but the directions were that nothing be said about it at the present time, and as, when, and if the Pennsylvania men and the Burlington men get to the point where we feel we ought to take them over, that would be the proper time to announce that there will be no joining fees.

18. Reduction of preparatory and release time on Pullman cars.

Brother Randolph reported that there were quite a large number of complaints in the eastern part of the country to the effect that the Company had made a nationwide survey on preparatory and release time, and in many instances it had drastically reduced the preparatory and release time to the disadvantage of the porters. In the general discussion, it was revealed that unfortunately the members were responsible for a good deal of that because they prepared these beds when the train was coming in and reporting for work too early before reporting time. However, it was decided by unanimous consent that in each case where there was a complaint about the reduction of preparatory and release time, it was to be taken up under the rule.

19. Case of The Pullman Company versus the various Brotherhoods on the transfer of Pullman cars to the Pennsylvania Railroad, case now pending before the National Mediation Board.

Brother Randolph reported the developments in this case for the information of the Board. After a discussion, the Board unanimously agreed that Brother Randolph should keep in touch with this situation and advise the Board from time to time of its development.

20. Increase in per diem.

It was moved by Brother Garran and seconded by Brother Frank Boyd that the per diem be increased to $25.00 per day. The motion was carried. Brothers C. L. Dellums, Thomas Patterson, M. P. Webster, and T. D. McNeal asked that the record show that their votes were registered against the increase in per diem.

21. Silverman of St. Louis.

Brother Dailey reported that Mr. Silverman, who was formerly a tailor with a shop opposite the depot on Market Street in St. Louis, had made a very great contribution to the Brotherhood during the days when the Brotherhood needed somebody to help it. At times, his shop was used as the Brotherhood's Office. As a result of his cooperation in the Brotherhood's cause, The Pullman Company ordered all the porters to stop patronizing him. He lost considerable business as a result thereof, but he never waivered in his devotion to the Brotherhood. He now is an old man and on pension, and he feels very bad that none of the Brotherhood people drop in to say a word to him any more. Brother Dailey stated that he felt it would be a fine gesture toward Mr. Silverman and would raise his morale a good deal if the Organization would make some small contribution to him in our appreciation of what he had done. It was moved by Brother Dellums and seconded by Brother McNeal that a contribution of $100 be made to Mr. Silverman and that International President Randolph be directed to inform Mr. Silverman of the gesture and the reasons therefore.

22. The Ladies Auxiliary.

The following statement was made by International President Randolph: I herewith request authority from the International Executive Board to revoke the charter of the Ladies Auxiliary and to put into operation the plan proposed to the St. Louis Convention of the Brotherhood of Sleeping Car Porters and the Ladies Auxiliary for the reorganization of the Ladies Auxiliary by the disestablishment of the International machinery and the promotion of the organization of the local body, said plan to be effective as of July 30, 1957. It was moved by Brother Totten and seconded by Brother Yates that the International President be authorized to carry out the request that he made in connection with the disestablishment of the Ladies Auxiliary. The motion was passed unanimously passed.

23. Delegates to the AFL-CIO Convention.

It was moved by Brother Randolph and seconded by Brother McNeal that the same delegates who attended the last AFL-CIO Convention be delegated to attend the next Convention at Miami Beach next November. The motion was unanimously passed.

24. Monthly Reports.

Brother Totten asked for clarification as to who were to get copies of the monthly report of receipts and expenditures sent out by his office. It was agreed by common consent that this report was to be sent to the members of the Finance Committee and to Brothers Bennie Smith and Thomas Patterson.

25. Memorial to Brother James White.

By unanimous consent the Board approved the following memorial to be spread on the minutes of the International Executive Board of the Brotherhood of Sleeping Car Porters, and a copy to be sent to the widow of the late Brother James M. White, and a copy to be sent to the Los Angeles Division of which Brother James White was President:

FROM THE INTERNATIONAL EXECUTIVE BOARD
of the
BROTHERHOOD OF SLEEPING CAR PORTERS

IN MEMORIAL
OF OUR ESTEEMED FRIEND AND BROTHER, JAMES WHITE

"Tell me not in mournful numbers,
Life is but an empty dream,
For the soul is dead that slumbers,
And things are not what they seem.
Life is real and life is earnest,
And the grave is not its goal,
Dust thou art, to dust returneth,
Was not spoken of the soul."

Brother James White has passed to the great beyond by the way that is destined for mankind to travel. He has shed his physical body for a spiritual one which is deathless.

Brother James White was an active member of the Brotherhood of Sleeping Car Porters and President of the Los Angeles Local.

The goal of his desire was to become a lay member of the International Executive Board of the Organization. This desire was satisfied when a vacancy occurred. We do not mourn for the passing of our comrade and brother, James White. Our sympathy is directed to his wife and family for the loss they have sustained, for his comradeship that will be missed.

There is no death; there is a transition that occurs where the earthly life is changed for that which is purely spiritual. "Death where is thy sting; grave where is thy victory?"

The family, friends, comrades, and brothers of Brother James White may be assured that the good work of Brother James White during his ~~early~~ earthly life will be justly appraised and accredited to him by his Creator.

"~~Life~~ Lives of great men all remind us,
We can make our lives sublime.
And departing leave behind us,
Foot prints on the sands of time."

26. Adjournment.

The meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, May 6-8, 1957, adjourned at 2:00 p.m., May 8, 1957.

Respectfully submitted,

M P Webster

M. P. Webster, Chairman
International Executive Board

Thomas Patterson

Thomas Patterson, Secretary
International Executive Board

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DECEMBER, 1957

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Minutes of Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held in
Chicago, Illinois

December 16-18, 1957

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AGENDA

December 16, 1957

Opening by Chairman M. P. Webster.

Invocation.

Roll Call.

Present: A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
M. P. Webster, 1st International Vice President
Bennie Smith 2nd, International Vice President
Thomas Patterson, Eastern Zone Supervisor
A. R. Dailey
G. C. Garran
Frank Boyd
James A. Martin

Absent: T. D. McNeal, 4th International Vice President
Henry Yates

Minutes of previous meeting.

1. Elimination of Passenger service.
2. Forty-Hour week for Pullman porters, train, and chair car porters.
3. Organization of new groups of porters.
4. Change in payment of number of per diem days.
5. Incorporation of vacation pay with salary structure.
6. No Raiding Agreement.

AGENDA

7. AFL-CIO Code of Ethical Practices.

8. Placing of Brother B. F. McLaurin on the International Executive Board.

9. Roosevelt College Request for contribution.

10. Making up Brotherhood's quota to COPE from treasury.

11. International Transport Workers request for contribution.

12. Request for contribution for Senator Morse's campaign deficit.

13. Request for contribution from National Council of Churches.

14. Request for contribution from National Child Labor Committee.

15. Request for contribution from United Housing Foundation.

16. Appearance of representative from Civil Rights Committee to present plan for Civil Rights Committee in the Brotherhood.

17. Request for splitting of two runs out of Chicago to Jacksonville, Fla.

18. Request for contribution by Foundation of Religious Action in Social and Civil Order.

19. Pullman time sheets.

20. Right to work fight in California.

21. Senator Smathers' Committee.

22. Reducing the pension age to 60 years.

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December 17, 1957

23. Report on introduction of new laws in relation to income.

24. Relief for Chattanooga.

25. Blanking of regular lines.

26. Petition to International Executive Board from Montreal.

27. Membership book.

28. Chicago, Burlington & Quincy Election.

AGENDA

29. Legal fees.

30. Regulations for vacations of Brotherhood employes.

31. Appointment of Zone Supervisor in the Eastern Zone.

32. Discussion of business transacted in Board meetings.

33. Propaganda letters sent to Brotherhood officials.

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December 18, 1957

34. Report of the Finance Committee.

35. Requests for contributions by various organizations.

36. International Sleeping Car Porters Secretariat.

37. Sister Halena Wilson, former International President of the Ladies Auxiliary.

38. Welcoming of Brother A. R. Blanchette to the International Executive Board.

39. The retirement of Brother Thomas Patterson from the International Executive Board.

40. Adjournment.

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MEETING
OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

December 16-18, 1957

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Report of Proceedings

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December 16, 1957

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, in Chicago, Illinois, at 1:00 p.m., December 16, 1957. The meeting was called to order by Chairman M. P. Webster, and prayer was rendered by Brother Thomas Patterson, Secretary of the Board. The roll was called, and eleven members answered present. Brothers Henry Yates and T. D. McNeal were absent. The reading of the minutes of the last meeting of the Board was waived by common consent. The order of business continued as follows:

1. Elimination of Passenger Service.

It was moved by International President Randolph and seconded by Brother B. Smith that the Board go on record for the Brotherhood to develop a nationwide campaign in the interest of increasing passenger business in opposition to the trend of carriers to minimize the importance of passenger business and reduce it to a minimum. It was further agreed that a representative of the Brotherhood of Sleeping Car Porters appear before the Congressional Committee on this matter, and that we cooperate with other railroad unions in a strong fight against the trend of railroad companies to reduce passenger service. The motion was passed unanimously.

2. Forty-Hour week for Pullman porters, train, and chair car porters.

It was moved by Brother Randolph and seconded by Brother B. Smith that the Brotherhood of Sleeping Car Porters immediately start on a campaign to reduce the work month to a basis of 40 hours per week or 174 hours per month for the Pullman porters, chair car porters, and train porters and attendants, including the Canadian sleeping car porters and all groups that the Organization represents. As part of the development of this program, it was agreed that an economic brief be prepared by the Brotherhood and the best economist in the country be retained to make this economic study. The motion was carried unanimously.

3. Organization of new groups of porters.

Brother Randolph outlined the situation involving the sleeping car porters who operate the sleeping accommodations on the airplanes, pointing out that they are not in any organization, and in view of the fact that the sleeping car business was a part of our jurisdiction, we could go into the question of organizing the sleeping car girls on the airplanes into the Brotherhood of Sleeping Car Porters.

It was moved by Brother Randolph and seconded by Brother Ashley L. Totten that this program be carried out as soon as we can get into it. The motion was unanimously carried.

4. Change in payment of number of per diem days.

It was moved by Brother Randolph and seconded by Brother Dellums that the per diem be reduced, as of January 1, 1958, to $20.00 per day, and that the day of arrival at the home station be excluded from the calculations. Further, that in instances and places where $20.00 per day is insufficient that an itemized statement be turned in to the Secretary-Treasurer for additional expense and that same be paid. The motion was passed unanimously.

5. Incorporation of vacation pay with salary structure.

It was moved by International President Randolph and seconded by Brother Bennie Smith that as of January 1, 1958, the vacation pay be incorporated into the salary and that it apply to the following officers: International President A. Philip Randolph, 1st International Vice President M. P. Webster, 2nd International Vice President Bennie Smith, 3rd International Vice President C. L. Dellums, 4th International Vice President T. D. McNeal, International Secretary-Treasurer Ashley L. Totten; and to the following International Field Representatives: B. F. McLaurin, A. R. Blanchette, L. J. Shackelford, Jr., U. C. Crowder, William Bowe.

Brother Dellums wanted the record to show that he voted against the motion because he felt that it was unfair for some officials to work eleven months for their annual salary while other officials have to work twelve months for their annual salary.

The following men voted in favor of the motion: Bennie Smith, Ashley L. Totten, A. R. Blanchette, J. A. Martin, A. R. Dailey, A. Philip Randolph, Thomas Patterson, M. P. Webster.

The following men voted against the motion: G. C. Garron, C. L. Dellums, Frank Boyd.

The motion was carried.

6. No Raiding Agreement.

The question of the no-raiding agreement was brought up by the International President, and he read a lengthy communication from the AFL-CIO on the extension of the no-raiding agreement. A discussion was held in connection with this matter in regard to the problem we have with the waiters union combining jobs to the disadvantage of the members of the Brotherhood of Sleeping Car Porters.

It was moved by International President Randolph and seconded by Brother B. Smith that we hold up the signing of this no-raiding agreement until we find out if this agreement is to be signed by the Hotel Waiters Union. The motion was passed unanimously.

7. AFL-CIO Code of Ethical Practices.

It was moved by Brother Randolph and seconded by Brother B. Smith that the International Executive Board of the Brotherhood of Sleeping Car Porters go on record as endorsing the Ethical Practices Code as promulgated by the AFL-CIO in the 1957 Convention, and that the International Officers be instructed to see that copies of this Code be given to every Local with instructions that these Codes be read in every Local meeting throughout the country. The motion was passed unanimously.

8. Placing of Brother B. F. McLaurin on the International Executive Board.

This item was withdrawn from the Agenda by International President Randolph.

9. Roosevelt College Request for contribution.

By common consent it was agreed to hold this matter in abeyance until the report of the Finance Committee has been given. (See Item #35)

10. Making up Brotherhood's quota to COPE from treasury.

It was moved by International President Randolph and seconded by Brother B. Smith that the International Executive Board direct the International President to ascertain the amount of money that has been sent in to COPE up to the present time, and to subtract the amount that has been sent in from the Brotherhood's quota, and make up the deficit by sending a check from the International Treasury. The motion was passed unanimously.

11. International Transport Workers request for contribution.

By common consent it was agreed to hold this matter in abeyance until the report of the Finance Committee has been read. (See Item #35)

12. Request for contribution for Senator Morse's campaign deficit.

By common consent it was agreed to hold this matter in abeyance until the report of the Finance Committee has been read. (See Item #35)

13. Request for contribution from National Council of Churches.

By common consent it was agreed to hold this matter in abeyance until the report of the Finance Committee has been read. (See Item #35)

14. Request for contribution from National Child Labor Committee.

By common consent it was agreed to hold this matter in abeyance until the report of the Finance Committee has been read. (See Item #35)

15. Request for contribution from United Housing Foundation.

By common consent it was agreed to hold this matter in abeyance until the report of the Finance Committee has been read. (See Item #35.)

16. Appearance of representative from Civil Rights Committee to present plan for Civil Rights Committee in the Brotherhood.

This matter was held in abeyance until the following morning, December 17th. (See Page 5)

17. Request for splitting of two runs out of Chicago to Jacksonville, Florida.

It was agreed by common consent that the previous position taken by the Board on the question of reallocating lines be reaffirmed and that Jacksonville be so informed.

18. Request for contribution by Foundation of Religious Action in Social and Civil Order.

It was agreed by common consent that this matter be held in abeyance until the report of the Finance Committee has been read. (See Item #35.)

19. Pullman time sheets.

This matter was brought to the attention of the Board by Brother C. L. Dellums. He advised that the new time sheets created considerable difficulty because of the porters' inability to determine whether or not they were short on the basis of the information on the time slip. It was agreed by common consent that the matter be taken up with The Pullman Company to see if some arrangement could be made whereby more information could be developed on the time slip to correct this situation.

A committee composed of Brother Dellums and Brother Patterson was delegated to call on the Company to discuss this matter. They conferred with the Company on the morning of December 17th. They reported to the Board that after an extended discussion of the matter with the Company, the Company took the position that because of the complications with the IBM machines. it would be difficult, if not impossible, to comply with the Brotherhood's request for this additional information to appear on the time slips. The Company further stated that it would watch the developments, and if such could be done, it would be glad to give the matter further consideration.

By common consent it was agreed that that was all that could be done on the matter at the present time, but it should be followed up so that if conditions ever changed so that our request could be granted, we should see to it that it is done.

20. Right to work fight in California.

Brother Dellums explained in detail the significance of the fight of organized labor against the Right to Work Law thatis being proposed in the State of California. He pointed out that the employers' group had hired one of the most effective lawyers in the state. Brother Randolph suggested that there was quite some concern in organized labor and that this matter had been discussed by the Executive Council. He further suggested that in order to enhance the fight in behalf of organized labor that the Brotherhood appropriate not less than $500.00 to fight this Right to Work Law.

It was moved by Brother Randolph and seconded by Brother Totten that the Brotherhood make a contribution of not less than $500.00 to fight the Right to Work Law in California. The motion was passed unanimously. The Board directed that whatever funds were donated towards this fight should be sent to Brother Dellums.

21. Senator Smathers' Committee.

Brother Garran brought to the attention of the International Executive Board the function of the Smathers Committee. He pointed out that he felt that the Brotherhood ought to cooperate with the Committee in connection with our opposition to certain movements the railroad carriers are planning. By common consent the Board directed Brother Randolph to keep in touch with the situation and to take such action as is necessary.

22. Reducing the pension age to 60 years.

By common consent of the Board it was agreed that this matter should be given further study.

The first session of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., December 16, 1957, to reconvene at 11:00 a.m., December 17, 1957.

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December 17, 1957

The second session of the International Board of the Brotherhood of Sleeping Car Porters convened at Chicago Division Headquarters, Chicago, Illinois, at 11:00 a.m., December 17, 1957. The meeting was called to order by Chairman M. P. Webster. The roll was called by Secretary Thomas Patterson, and eleven members were present. The order of business continued as follows:

16. Appearance of representative from Civil Rights Committee to present plan for Civil Rights Committee in the Brotherhood.

Brother Theodore Brown, Administrative Assistant to President George Meany, AFL-CIO, assigned to the Civil Rights Department, appeared before the Board and pointed out that the Brotherhood of Sleeping Car Porters should set up a Civil Rights Committee to handle civil rights within the union. The purpose of this Civil Rights Committee is to try to get unions to set up machinery to handle discriminatory problems within their own unions, if possible. The Civil Rights Department felt that if it could be announced that the Brotherhood had set up such a Committee, it would have a wholesome effect on all other unions throughout the country.

Brother Randolph, in commenting on the report made by Brother Brown, stated that the Brotherhood had a number of white men in its organization, and that we had a large number of Filipinos, some Mexicans, Negroes, and some others in our organization. While the Organization felt that there was no necessity for such machinery at the present time in view of the fact that we had this complexity of members, it would be to our advantage and credit to set up a Civil Rights Committee in our organization.

It was moved by Brother Randolph and seconded by Brother Garran that the Brotherhood proceed as promptly as possible to set up a Civil Rights Committee. The motion was passed unanimously.

23. Report on introduction of new laws in relation to income.

International Secretary-Treasurer Ashley L. Totten gave an exhaustive report on the result of a discussion among the Secretary-Treasurers of the AFL-CIO on the new regulations that are to apply to labor unions in reporting their income and on the new regulations that apply to union officers who travel. He pointed out that traveling per diem expenses must be itemized in every detail on the income tax sheet. He further informed the members that it was apparent that the Internal Revenue Department was going into the Local Divisions and check on how they report their finances, and that he felt that in view of that fact, there ought to be some uniform regulation insofar as the Locals keeping permanent records of their finances was concerned. He further recommended that in addition to the cards used in the various divisions, a regular form for handling receipts and expenditures in every local be drawn up, and that every local should be required to use this form in keeping a record of its transactions.

It was moved by Brother Totten and seconded by Brother Randolph that Brother Totten draw up this form and same be sent to all Zone Supervisors for introduction into their locals. The motion was passed unanimously.

24. Relief for Chattanooga.

The Board by common consent ruled that in view of the position previously taken on the reallocation of lines that the men in Chattanooga be informed that at the present time there isn't anything that can be done to bring more work to Chattanooga, but that every effort will be made in the future to see what relief, if any, can be obtained for Chattanooga and similar districts.

25. Blanking of regular lines.

Brother J. A. Martin asked how a regular man was handled under the contract when his line is blanked. He was advised by Brother Webster that the Management could use a regular man on any assignment, after the expiration of his layover, that would bring him back home in time to take out his regular run, and that would apply to the first assignment, the second assignment, or the last assignment on that particular day. Brother Martin expressed the opinion that he wanted to get this information because he had been asked by other members about how this situation was to be handled. Brother Webster pointed out to Brother Martin that he didn't see how any man who lived in Chicago could not have known how a situation such as this was handled since it had been exhaustively discussed in a number of meetings of the Chicago Division. Brother Webster further pointed out that a case of this type had been taken to the Board, and after that had occurred, the matter was discussed in various meetings in Chicago. He further stated that he didn't feel that any Chicago man who had the slightest interest in the Organization could contend that he did not have an opportunity to know how blanking of lines was handled.

26. Petition to International Executive Board from Montreal.

Brother Webster pointed out that he had received a communication signed by a large number of Montreal porters in connection with the question of the retention of Brother Dash in his position in Montreal for the Brotherhood. Brother Webster further pointed out that he was not concerned about the merits of the contention, but he was concerned about the question of a petition. He stated that he felt that in view of the fact that petitions were one of the methods whereby the structure of the Organization could be undermined, some definite position should be taken by the Organization in reference to this particular situation and that these men be definitely informed that petitions could not be countenanced, and that this should be done with the view of preventing a repetition of same.

Brother Blanchette gave a history of what he knew about this petition and so did Brother B. Smith. Brother Smith was of the opinion that some disciplinary action ought to be taken against these men to impress upon them the danger that existed in connection with petitions.

It was moved by Brother Blanchette and seconded by Brother Smith that the International President be directed to send a very definite statement to all the members of the Montreal Division who signed that petition, pointing out the fallacy of such methods and admonishing them against any such repetition. The motion was passed unanimously.

27. Membership book.

This matter was brought to the attention of the Board by Brother P. Boyd. It was pointed out by the Chairman that in view of the decision of the Brotherhood to set up a new system in all Locals, it would not be necessary to go into any detail on this matter. Same was agreed upon by common consent of the Board.

28. Chicago, Burlington & Quincy Election.

Brother Webster gave a detailed report on the efforts of the Brotherhood to win an election among the dining car employes on the CB&Q Railroad. He advised that the election had been lost and a change in 12 votes would have won the election, and that the Brotherhood was out of the picture among that group on the CB&Q Railroad for at least two years. He further advised that the Brotherhood had prevailed in the election on the Colorado and Southern Railroad, and that Brother McNeal was presently in Fort Worth, Texas in connection with an election on the Fort Worth and Denver Railroad. Brother Webster elaborated on this situation extensively for the information of the Board only.

29. Legal Fees.

Brother Webster pointed out that the officers of the Organization had not been carrying out the Board's direction in connection with legal fees. Brother Webster stated that in one particular case, which had been handled by Attorney Rauh, he had been shown a check by Brother Totten made out to Rauh supposedly for out-of-pocket expenditures and other things, and that there was no information as to what these fees were for.

Brother Webster pointed out that no fees should be given to any lawyer, including Attorney Rauh, unless a contract had been provided for in advance as to what the cost of legal service would be. He further pointed out that he felt that Attorney Rauh "played this Brotherhood cheap" and acted as though he thought he was doing the Brotherhood a favor by acting as its attorney in some cases.

Brother Randolph took full responsibility for the hiring and paying of Attorney Rauh, pointing out that he agreed with the contention of Brother Webster and that a contract should be written in advance, but that there was no way to determine what the expenses would be. Brother Webster pointed out that he had made contracts with lawyers representing the Brotherhood, and in every case where there were additional expenses, they sent bills to the Brotherhood before they were paid.

It was agreed by common consent that the officers of the Organization who are required to hire attorneys should follow the regulations placed on them by the Executive Board to get a contract in advance before paying out any funds.

30. Regulations for vacations of Brotherhood employes.

Brother Webster pointed out that it was his understanding that an employe who worked one year was to get one week's vacation; the second year two weeks vacation, and after five years he was to get three weeks vacation. The question was prompted

because Brother Totten called attention to a request of Brother Dash for the sum of $1,000 allegedly for the vacation he did not get while he was in the Brotherhood's service. Although Brother Webster advised Totten not to pay the money, Brother Totten did subsequently pay Brother Dash $750.00 supposedly for seven and one half weeks' vacation.

In the discussion of the matter it developed that it was felt that Brother Dash should have had three weeks per year because he was entitled to three weeks vacation from the Canadian Pacific. Brother Smith, after discussing this matter with Brother Dash, agreed to go along with paying him four and one-half weeks' vacation or $450.00. Brother Webster contended that it was apparent that Brother Dash was not entitled to $750.00 and that he should be required to pay back the difference. Brother Totten said that he paid the $750.00 because he was given a letter by Brother Randolph's secretary in which Brother Randolph advised him to pay Brother Dash. Brother Randolph said that he did not recall that he advised Brother Totten to pay Brother Dash any certain sum of money, but that he would check on the matter and report back to the next Board meeting, and if it developed that Brother Dash had been overpaid, he would request that Brother Dash return the overpayment.

31. Appointment of Zone Supervisor in the Eastern Zone.

Brother Webster stated that he placed this item on the agenda, first, because the Board had no knowledge officially up to the present time of the appointment of the Zone Supervisor, and second, because there had been considerable talking about the matter off the record. He further stated that he felt that the Board, which in the interim of the International Conventions is the highest authority of the Organization, ought to at least have some information about the matter. He further pointed out that it had come to him unofficially that Brother McLaurin was to be appointed to take the place of Brother Thomas Patterson as Eastern Zone Supervisor, and that he had the utmost interest in Brother McLaurin as a former Chicago member and as a man who worked for many years for the Organization. But knowing him as he did and his various outside activities during the years, he felt that unless some direct regulations were introduced by the International President and kept in practice in supervising Brother McLaurin in his new position, Brother McLaurin would not be too useful.

There was a general discussion among the members of the Board of this position, and Brother Randolph agreed that the position taken by Brother Webster was sound and that he intended to do just the things that had been recommended. He further advised that he felt that Brother McLaurin would do a good job.

32. Discussion of business transacted in Board meetings.

International First Vice President Webster pointed out that he put this matter on the agenda simply as a matter of information for the members of the Board. He stated that while he could not put his finger on any individual who was divulging the Board's business outside the Board meetings, yet certain information had come to him about actions that had been taken by the Board that could not have been obtained except that it was given out by somebody who was a member of the Board. Brother Dellums stated that he had also heard information that could only have been obtained from a Board member.

It was agreed by common consent that the Board members should be unusually careful not to divulge the Board's business except to other members or through the regular organization channels.

33. Propaganda letters sent to Brotherhood officials.

International Vice President Webster stated that he thought this matter ought to be called to the attention of the Board because he had received certain vicious propaganda letters, one of which was signed by a member of the Organization and the others were anonymous. He pointed out that direct disciplinary action should be taken against members who took it upon themselves to unjustly criticize the Organization and its officials without just cause, and that he felt that the matter ought to be brought to the attention of the Board because in one particular instance he felt that the brother who wrote the letter ought to be put out of the Organization.

Brother Randolph spoke on the same subject and stated that he thought the matter was sufficiently serious for some action to be taken. He quoted from the Ethical Practices Code of the AFL-CIO in which it was pointed out that members who wrote letters to the Organization unjustly vilifying the officials of the Organization, was the type of action upon which a member should be dismissed from the Organization. Brother Randolph further pointed out that this matter was all important and called upon all International Officials to speak against such practices in the various meetings around the country, further stating that he would write on the matter in the Black Worker, and every time he talked with a group of porters, he would try to impress upon them that such actions could not be tolerated.

It was agreed by common consent that the recommendations of the International President should be carried out.

The second session of the meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:00 p.m., December 17, 1957, to be reconvened at 11:00 a.m., December 18, 1957.

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December 18, 1957

The third session of the meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at the Chicago Division Headquarters, Chicago, Illinois, at 11:00 a.m., December 18, 1957. The meeting was called to order by Chairman M. P. Webster. The roll was called by Secretary-Thomas Patterson, and eleven members were present. The order of business continued as follows:

34. Report of the Finance Committee.

"REPORT OF FINANCE COMMITTEE

The Finance Committee of the Executive Board of the Brotherhood of Sleeping Car Porters met in New York City on December 2-3, 1957, and spent two days analyzing the financial reports from the time it made its last report up to the present time, and the Committee begs leave to make the following report:

"First the Finance Committee would like to call the attention of the Board to a document that was sent out to the members of the Board by the International Secretary-Treasurer under date of May 10, 1957, in which the Finance Committee was taken to task for a report it made to the Board at a previous meeting. In the second paragraph of his report, he points out as follows:

> 'I am a member of the Finance Committee, appointed to it at the convention held in Los Angeles where the Board met, by A. Philip Randolph our International President.'

The Committee wishes to report that that statement is not a fact. So far as the records show, Brother Totten has never been appointed a member of the Finance Committee, and the records in the Board minutes are so obvious that the Committee does not think any elaborate comment is necessary. Brother Totten in his document took the Committee to task because of a report it made in reference to certain employes in the New York office in connection with the pay they received, which the Committee thought was incorrect. The Committee wishes to report that no records have been presented up to the present time that changes its mind on its position.

LOANS TO B. F. McLAURIN AND THEODORE BROWN

For a number of months there have been carried on the financial reports of the Organization two items listed as loans - one for B. F. McLaurin for the sum of $280.50, and another for Theodore Brown for the sum of $550.00. Beginning with the report of April, 1957, the loans for Brown and McLaurin did not appear on the list of loans receivable. An inquiry was made as to whether these loans had been repaid, and the Committee was informed that the loans had been wiped off. In other words, they had been charged off without having been paid back.

It also develops that on the April, 1957, report of Receipts and Expenditures, on April 10th an item was shown that B. F. McLaurin's loan was paid in full for $280.50. Then on the same report in the expenditures, under date of April 10, 1957, there was shown railroad fare and per diem for B. F. McLaurin to the amount of $280.50. The report of April, 1957, also showed that on April 24th the loan to Theodore Brown of $550.00 was paid in full, and in the same report in the expenditures, under date of April 24th, there was shown for Theodore Brown railroad fare and per diem in the amount of $550.00.

The Committee particularly noticed the fact that Theodore Brown was not in the service of the Organization and could not understand why an item of $550.00 for per diem and railroad fare was recorded at that date. Inquiry was made of the International President and the Secretary-Treasurer, and the International President maintained that the loans to these two individuals should be written off, and on the advice of the auditor this was the only way this could be written off. The Finance Committee felt that this looked bad on the reports and that there was no reason for it in the first place. It further contended to President Randolph that these loans should be paid and not wiped off. President Randolph advised the Finance Committee that Theodore Brown and B. F. McLaruin would be advised that these loans would have to be repaid.

* * * *

The Committee also found, in checking the reports, that we had in the savings account of the State Bank of Memphis $10,487.80, and that we had in the Broadway Federal Savings and Loan in Los Angeles $10,378.50. In the above-mentioned cases we have allowed the interest paid on the $10,000 deposits to remain in these banks. Therefore, this money accummulated from interest is not insured since the "government insurance only covers $10,000. Therefore, the Committee recommends that the International Secretary-Treasurer be directed to write these two banks or any other bank where we have accummulated interest above $10,000, and request that the amount of interest that has been accummulated be mailed by check to the Secretary-Treasurer for redeposit.

The Committee also found that the $1,000 taken from the Fireman's Fund, which was the subject of a report to the previous meeting of the Board, had been repaid out of what is called the Civil Rights Fund. The Committee recommends again that under no circumstances should any Brotherhood money be loaned or assigned to anybody without the matter first coming before the International Executive Board.

The Committee very thoroughly checked the finances - both receipts and expenditures. The Committee wishes to call the attention of the Board to the fact that for the past three years the rate of increase in our surplus has been consistently reduced. The Committee further wishes to call the attention of the Board to the fact that during the twelve months of the last fiscal year, the accummulated surplus amounted to approximately $38,000. The Committee further finds that with the continual decrease in dues and with the men being furloughed and the general lack of work among our members, this surplus will continue to be decreased and eventually, if income is not increased, our income will begin to reflect itself in a deficit.

It is further noted that our expenditures have not diminished to any large extent, if at all. If our present rate of spending money is continued and there is a continued reduction in our income, it can only result in an ultimate deficit. Therefore, the Committee recommends that the utmost care be taken in the expenditure of funds and that every effort be made to conserve the funds. It further recommends that under no circumstances should funds be spent for any matter not definitely germane to carrying on the work of the Brotherhood of Sleeping Car Porters. It is the feeling of the Committee that if we are going to maintain a sound financial structure, we cannot spend more money than we take in without eventually meeting a disasterous effect on the financial structure of the Organization.

Respectfully submitted,

Milton P. Webster
C. L. Dellums
T. D. McNeal
A. R. Dailey"

It was moved by Brother Dellums and seconded by Brother B. Smith that the report of the Finance Committee be received and adopted. The motion was arrested first by Brother Totten who discussed the question of his being a member of the Committee, pointing out that he thought he was a member of the Finance Committee, but he could have been mistaken, and now he did not care to be a member of the Committee. He further pointed out that the two clerks in the office, who were the subject of the discussion in the previous report as having drawn vacation money and also getting their vacations, did not get their vacations for the year in question. International President Randolph further arrested the motion, commenting on the question of the two office employes who were the subject of the previous report, which brought about the protest from Brother Totten. Brother Randolph pointed out that he was of the opinion that these employes had received their vacations. However, after a very limited discussion on the report, the motion to receive and adopt the report of the Finance Committee was unanimously carried.

35. Requests for contributions by various organizations.

In reference to Items 9, 11, 12, 13, 14, 15, and 18, International Vice President Webster pointed out that in view of the declining income of the Brotherhood of Sleeping Car Porters as reflected in the report of the last fiscal year where the Organization only accumulated approximately $38,000 in surplus; and further, in view of the fact that it was apparent that there would be an additional decrease in income as a result of the furloughing of men and a general reduction of railroad passenger business; and further, in view of the fact that the Organization was starting out on a plan of making an economic survey with the view of starting a campaign for a 40 hour week, which would entail an expenditure of at least $50,000 in the almost immediate future, this Brotherhood was not in any position to make any extraneous contributions. International President Randolph, who was the sponsor of the above items on the agenda agreed that in view of the information revealed that he would withdraw from consideration any action on these contributions, and further that he would advise the people involved that the Brotherhood was in no position to make these contributions at this time.

36. International Sleeping Car Porters Secretariat.

This matter was brought to the attention of the Board by International President Randolph, who pointed out that the sleeping car porters from France and Germany, who visited the Brotherhood, felt that such a position should be created to further the interest of the sleeping car employes and organizations in this country and abroad. He suggested that the Board go on record as directing the President to explore the situation and to report his findings at some future meeting of the International Executive Board.

37. Sister Halena Wilson, former International President of the Ladies Auxiliary.

It was suggested by common consent that a communication should be sent to Sister Wilson expressing the regret of the members of the Board that they were not able to call on her personally because of the urgency of the business and of the short space of time that the members remained in Chicago, and also expressing their appreciation for her and wishing that she would continue to improve in her physical condition. The following letter was sent to Sister Wilson:

"December 23, 1957

Mrs. Halena Wilson
6414 So. Park Ave., Apt. 2D
Chicago, Illinois

Dear Sister Wilson:

The members of the International Executive Board, who concluded their meeting in Chicago December 18, 1957, directed that I advise you that they very deeply regret that because of the pressure of time, they did not have time to call upon you. They requested that I express their best wishes for your continued improvement and eventual recovery. They very deeply regret that they did not get an opportunity to call upon you personally.

With the Season's greetings, I remain

Fraternally yours,

M. P. Webster, Chairman
International Executive Board"

38. Welcoming of Brother A. R. Blanchette to the International Executive Board.

At this time International President Randolph made a few remarks in which he cordially welcomed Brother Blanchette as a new member of the International Executive Board. Brother Blanchette expressed his great appreciation of the honor that had been conferred on him.

39. The retirement of Brother Thomas Patterson from the International Executive Board.

At this time, Brother Patterson, retiring member of the Board, was called upon for a few remarks. He expressed his great interest in the record that had been accomplished on the Board over a long period of years, and while he was leaving the Board, he assured the members that his interest in the Brotherhood was just as great and he would always be available to cooperate in any way. He further stated that he had been much benefited and uplifted by reason of his membership on the International Executive Board.

All the members present expressed their thanks and appreciation to Brother Patterson and complimented him on the great work he had done which will mean so much to the Brotherhood in the future.

40. Adjournment.

There being no further business, the meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, December 16-18, 1957, adjourned at 2:45 p.m., December 18, 1957.

Respectfully submitted,

M. P. Webster, Chairman
International Executive Board

Thomas Patterson, Secretary
International Executive Board

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JUNE, 1958

Minutes of June, 1958 Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
June 2-4, 1958

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June 2, 1958

The first session of the June, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, in Chicago, Illinois at 12:20 P. M. on Monday, June 2, 1958. The meeting was called to order by Board Chairman Milton P. Webster. Prayer was offered by Brother G. C. Garran.

The roll was called by Chairman Webster and the following answered present:

A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
Milton P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
Frank Boyd
A. R. Blanchette
A. R. Dailey
G. C. Garran
James A. Martin
Henry Yates

Brother Randolph nominated Brother McNeal to serve as Secretary of the International Executive Board. Brother McNeal was elected by a unanimous vote.

In view of the fact that each member of the Board possessed a copy of the minutes of the December, 1957, Board meeting, the minutes of the previous meeting were not read and were approved by common consent.

The Board proceeded to adopt the following agenda:

AGENDA

1. Readjustment of salaries of International Officers.
2. Economies in operation of Finance Committee.
3. Economies in traveling.
4. Economies in operation of Black Worker.

AGENDA

5. Brotherhood's position in Sec. 6 Notice proposed by RLEA to be sent out in June: Time limit rule; hiring practices; health and sanitation, accidents.

5a Broadening of Washington Job Agreement.

6. Problems of porters involved in transference of sleeping cars from Pullman to New York Central; Employment of porters; employment of D. C. employes; continued coverage of Travelers Insurance; representation election.

7. Cancellation of Prudential Policy by The Pullman Company.

8. New regulations by Internal Revenue Service with respect to taxing trade unions.

9. Problem of validity of claim by Jersey City Division as a result of abolition of operatinns between Washington and New York on B&O Lines.

10. Proposed affiliation of Brotherhood of Sleeping Car Porters with National Safety Council.

11. Contribution to Jewish Labor Committee

12. Contribution-Establishment of Morris Helquit Chair, Brandies University.

13. Proposed McClellan Anti-Labor Bill.

14. National Movement for State and Federal Right to Work Laws.

15. Canadian Firemen's strike and C. L. C.

16, Pullman Company's new instructions on preparatory and release time.

16a Report of Finance Committee

17. Deposit of Brotherhood surplus funds.

18. Form of dues receipt for Canadian members other than Pullman employes.

19. Guarding of cars in road service.

20. AFL-CIO Civil Rights Committee.

21. Request of National Agriculture Union for contribution.

22. Trip of International President to Israel.

23. $150.00 contribution of Chicago Division in connection with Full Crew Bill.

AGENDA

24. Loss of Election on Burlington and R. I.
25. Handling of expense accounts.
26. Pending fight against Arkansas Full Crew Bill
27. Requested conference with Brotherhood of International Hotel and Restaurant Alliance.
28. Consideration of question of Dining Car Employes on Pennsylvania.
29. Election of Board Member.
30. Letter from Soderstrom on support for University of Illinois.
31. Clarification of leave-of-absence with respect to payment of dues.
32. Union Labor Life Insurance
33. Vacation allowance for M. Dash.

By common consent it was agreed that items 1, 2, 3 and 4 of the agenda would be held in abeyance until after the report of the Finance Committee had been made.

5. Proposed participation in Sec. 6 Notice by RLEA in June, 1958.

The International President acquainted the Board with the fact that the organizations participating in the Railway Labor Executives Association plan to serve Section 6 Notices on all Carriers and jointly fight for uniform rules on the following subjects: (a) Time Limits; (b) Hiring Practices; (c) Health and Sanitation; (d) Accidents. There was a broad and lengthy discussion of this matter after which the Board, by unanimous vote, went on record to have the Brotherhood participate with the other railroad unions in serving the uniform Section 6 Notice.

5a Broadening of Washington Job Agreement.

The Board, by a unanimous vote, decided that the Brotherhood will join with the other railroad unions in fighting for the broadening of the Washington Job Agreement.

6. Problems incidental to New York Central situation.

EMPLOYMENT OF PULLMAN PORTERS: International President Randolph advised the Board that through conferences held directly with New York Central top management, he was able to get the New York Central to agree to hire Pullman porters--and, up to age 65. He further advised that it now appears that more than 90% of the New York Central sleeping car porters and attendants will be men now employed by Pullman.

EMPLOYMENT OF DINING CAR EMPLOYES : The International President advised the Board that the Dining Car Employes Union has made every effort to get the New York Central to hire their members to man the sleeping cars in order to gain representation over the men who will perform this work.

The Secretary of the Board read copies of a long, unintelligent but vicious letter on this matter from General Chairman Washington of Local 370 of the Dining Car Employes addressed to Manager of New York Central Dining Car Service Smith, and Mr. Smith's reply to same. Washington's letter accused the New York Central and the Brotherhood of acting in collusion to violate the ethics of Management-employe relations, the law, and everything else he could think of. It was the consensus of opinion of the Board that Washington's letter was an exhibition of ignorance, bad taste, a lack of appreciation of the principles of true trade-unionism and that it will work to the ultimate advantage of the Brotherhood.

CONTINUED COVERAGE BY TRAVELERS INSURANCE: The International President advised the Board that the New York Central has refused to extend Travelers insurance coverage to sleeping car porters before an agreement covering them has been negotiated. An effort was then made by the Brotherhood to get Pullman to place the men going over to the New York Central on furlough for 6 months in order that they might be covered as furloughed Pullman employes. This, Pullman refused to do. The organization has therefore made arrangements with Travelers to cover such men directly by applying through the Brotherhood. Arrangements are being made at New York and Chicago to contact the men involved for the purpose of helping them to retain their hospital, medical and surgical coverage during the period of changeover and negotiation.

REPRESENTATION ELECTION: The Board discussed and approved the International President's plans for invocation of the services the National Mediation Board to hold a representation election as soon as possible after the New York Central hires sleeping car porters.

7. Cancellation of Prudential Group Insurance.

After a discussion of this matter, the Board directed the International President to arrange a conference with The Pullman Company for the purpose of seeking more liberal coverage for the men than is being offered by the Company to replace the present Prudential coverage.

The International President acquainted the Board with the fact that all 10 of the unions holding agreements with The Pullman Company are fighting against the cancellation of the present Prudential coverage and that there is a move on foot to make this a joint effort with a common lawyer. A motion was carried to have the Brotherhood join in with the other organizations having agreements with Pullman in seeking whatever legal redress that may be available for the men--with the understanding that the Brotherhood will make every effort to participate in choosing the lawyer to handle any proposed action.

8. New Internal Revenue Regulations on Taxing Unions.

Brother Randolph advised the Board that the Internal Revenue Department has now ruled that labor organizations providing health and/or welfare benefits for members out of dues income will lose their tax exempt status. The Board went on record to lend moral support to the AFL-CIO fight against this ruling.

9. Claim of Jersey City Division in Connection with B. & O. Changes.

Brother C. A. Johnson of Jersey City contends that The Pullman Company violated Rule 29 of the Agreement when the B. and O. discontinued operation of passenger service between Jersey City and Baltimore and did not transfer the Hoboken men with the shortened runs. The Board held that, under the terms of The Pullman agreement, the changes incidental to the B. and O. stopping its passenger service between Baltimore and Jersey City were subject to the provisions of Rule 39 of the agreement. The facts before the Board indicate that Pullman handled the changes in accordance with that rule.

10. Affiliation with National Safety Council.

With the understanding that travel to its meetings will not be considered essential, the Board voted this affiliation be effected and the $40.00 annual fee be paid.

11. Contribution to Jewish Labor Committee.

On the matter of a request from the Jewish Labor Committee for a contribution towards its Southern regional work, the Board decided by unanimous vote to donate $100. towards this cause.

12. Contribution - Establishment of Morris Helquit Chair-Brandies University.

The Board tabled a request for a contribution towards the establishment of a proposed Morris Helquit Chair at Brandies University.

13. Proposed McClellan Anti-Labor Bill.

By Unanimous vote the Board went on record to have the Brotherhood support the effort of the AFL-CIO to defeat or modify this proposed legislation. It was agreed that each Board member who has contact with a Senator or Congressman will write requesting that he or she oppose this bill.

14. National Movement for State and Federal Right to Work Laws.

The International President acquainted the Board with the AFL-CIO plan to oppose this movement and the Board voted unanimously to support the AFL-CIO in this fight.

15. Canadian Firemen's Stike and C. L. C.

At the request of the International President, Brother Blanchette gave the Board a detailed explanation of the background, outcome and possible long range effect of the Canadian Firemen's strike.

16. Pullman's new Instructions on Preparatory and Release Time.

On the matter of Pullman's new schedule of time allowances for preparatory and release work, the Board agreed that the men are to be told to be on the job and start to work at the time their pay starts, to remain on the cars until the work required of them is finished and to claim pay for any additional time consumed; to have Grievance Committees investigate each claimed shortage of necessary time and for Zone-Supervisors to proceed under Rule 60 in instances where our investigation indicates that we have a case.

The first session of the June, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 P. M., June 2, 1958, to reconvene at 12 Noon, June 3, 1958.

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June 3, 1958

The second session of the June, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, Chicago, Illinois, at 12:15 P. M. on Tuesday, June 3, 1958. Chairman Milton P. Webster led the Board in prayer. The roll call showed all members present.

16a Report of Finance Committee.

(See attached detailed report and recommendations of the Finance Committee)

A motion was carried to consider the Finance Committee's recommendations item by item.

Recommendation #1 - TRAVEL AND EXPENSE: The Board voted unanimously to adopt this recommendation and, at the suggestion of the International President, voted to immediately inaugurate a 6-month moratorium on all non-essential travel.

Recommendation #2 - POSTING INTERNATIONAL BOOKS: This recommendation was unanimously adopted.

Recommendation #3 - OFFICE EXPENSE, NEW YORK LOCAL: The Board adopted this recommendation by unanimous vote.

Recommendation #4 - TO REMOVE H. E. JONES FROM INT'L. PAYROLL: The Board adopted this recommendation by unanimous vote.

Recommendation #6- DISPOSITION OF REVENUE FROM REGISTERING UNEMPLOYMENT BENEFIT CLAIMANTS: By unanimous vote the Board adopted this recommendation.

Recommendation #7 - USE OF LOCAL PEOPLE AT INTERNATIONAL EXPENSE. The Board voted unanimously to adopt this recommendation.

Recommendation #8 - BLANKET BOND: The Board adopted this recommendation by unanimous vote.

Recommendation #9 - $800.00 for AUDIT AT WASHINGTON: The Board adopted this recommendation by unanimous vote.

Recommendation #10 - OVER DEPOSIT IN SAVINGS & LOAN BANKS: The Board adopted this recommendation by unanimous vote.

Item #10 - Withdrawal of $100,000 in Bonds from Safety Deposit. By unanimous vote the Board approved this action by the Committee. (See action on Item #17 of the agenda).

By unanimous vote the Board adopted the report of the Finance Committee as a whole.

The second session of the June, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 2:30 P.M. June 3, 1958, to reconvene at 11:00 A. M. June 4, 1958.

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June 4, 1958

The third and final session of the June, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, Chicago, Illinois, at 11:15 A. M. on Wednesday, June 4, 1958. Chairman Milton P. Webster led the Board in prayer. The roll call showed all members present.

1. Readjustment of Salaries of International Officers.

Brother Randolph proposed that the salaries of the International officers and employes named in Item 5 of the agenda of the December, 1957 Board meeting be reduced by 1/13 as an economy measure. Because of the savings expected as a result of the adoption of the report of the Finance Committee, a motion was unanimously carried to table this item until the next meeting of the Board.

2. Economies in Operation of Finance Committee.

Brother Randolph suggested a saving in the operation of the Finance Committee could be effected through the Committee sending 2 instead of 4 of its members to examine the records prior to Board meetings. After extended discussion, a motion by Brother Randolph was carried by a vote of 11 to 1 instructing the Finance Committee to send two (2) members only to New York to examine the International records and bring back necessary information for evaluation by the Committee as a whole.

3. Economies in Traveling.

Because of the action taken by the Board in connection with recommendation #1 of the Finance Committee, the International President, who had placed this item on the agenda, withdrew it.

4. Economies in Operation of Black Worker.

This item was withdrawn from the agenda. However, a motion was unanimously carried authorizing the International President and International Secretary-Treasurer to effect whatever savings they can mutually agree to in the operation of the Black Worker.

17. Deposit of Brotherhood Surplus Funds.

Brother Dellums suggested that the surplus funds of the Organization be placed in U. S. Government insured accounts currently paying 4 % interest. After extended discussion and the withdrawal of a previous motion, Brother Randolph moved that Brothers Dellums, Totten and McNeal be delegated and authorized by the Board to work out a plan for deposit of the Organization's surplus funds to produce maximum Government insured income and to proceed with same after necessary investigation. The motion was seconded by Brother Boyd. This motion was carried by a vote of 10 to 2. Chairman Webster, who voted against the motion, announced that he will reduce his objection to this action to writing and submit it with the minutes.

18. Dues Receipts for Canadian Members.

A motion was unanimously carried ordering that receipts issued to Canadian members (other than Pullman employes) be made out to show that the full $4.85 per month is in payment of monthly dues.

19. Guarding Cars in Road Service on C. P. R.

After extended discussion of the application of Article 2 (c) of the Canadian Pacific Agreement, a motion was carried authorizing Brother Blanchette to file claims under that agreement seeking to collect additional pay for members on the C. P. R. who are required to perform work on 2 occupied cars while guarding another car during the period the porter assigned thereto is off duty on a sleep period.

20. A. F. L. - C. I. O. Civil Rights Committee.

Brother Webster advised the Board that the Civil Rights Committee of the AFL-CIO is not functioning as it should. A motion was unaminously carried instructing Brothers Randolph and Webster to confer with President Meany about this matter.

21. Request of National Agriculture Union for Contribution.

A motion was unanimously carried to contribute $100.00 to the N.A.U.

22. Trip of International President to Israel.

The International President advised the Board that he has been selected as one of the AFL-CIO representatives to visit Israel and other countries in September, 1958, at the expense of that organization. By unanimous vote the Board went on record approving the proposed trip and requesting that Brother Randolph name another officer to run the organization while he is out of the country on this trip.

23. $150.00 Refund to Chicago Division.

Brother Webster advised the Board that the Chicago Division spent $150.00 opposing a proposed full crew bill in Illinois which would have had the effect of displacing all train and coach porters in Illinois. By unanimous vote the Board ordered this $150.00 refunded to the Chicago Local.

24. Loss of Election on Burlington Rock Island.

Brother McNeal acquainted the Board with the facts involved in the recent Mediation Board election among dining car employes on this road and the lengths to which the Hotel & Restaurant organization went to win.

25. Handling of Expense Accounts.

Brother McNeal requested that a uniform method of handling and recording travel and maintenance expense accounts be adopted by the organization. He told of a suggestion made by Mr. Cook of our auditors. The Board instructed Brother Totten to look into the matter of the handling of such expense accounts with the view of establishing a uniform method of handling same.

26. Pending Fight Against Arkansas Full Crew Bill.

Brother McNeal acquainted the Board with correspondence from General Chairmen Johnson, Hentz and Lucien of our train porter locals in Arkansas who requested that the International join with other National operating unions in fighting this effort to repeal the Arkansas Full Crew law and to pass a so-called Right to Hire Bill. The Board went on record that the Brotherhood will support the fight against this effort on the part of railroads operating in Arkansas.

27. Request of International Hotel & Restaurant Alliance for Conference with Brotherhood.

The Board went on record as not being opposed to the conference requested by this organization.

28. Question of Dining Car Employees on Pennsylvania.

The Board decided to hold up a decision in this matter until the New York Central situation is cleared up. However, the Board directed that the International office study this question in the meantime.

29. Election of Board Member.

Brother Clement Smith was named by Brother Randolph and approved by the Board as a member of the International Executive Board.

30. Letter from Soderstrom.

The Board delegated Brother Webster to look into the request of Brother Soderstrom for a donation to the University of Illinois.

31. Clarification of Leave-of-Absence with Respect to Payment of Dues.

The Board went on record by unanimous vote that men on leave-of-absence are to be required to pay dues subject to the limitation provided in Paragraph 6 of Article XVI of the Constitution.

32. Union Labor Life Insurance.

The Board went on record by unanimous vote as being opposed to the idea of the Brotherhood trying to furnish Union Labor Life Insurance for the membership.

33. Vacation Allowance of M. Dash.

After a discussion of the vacation allowance paid to Brother M. Dash, the Board went on record by unanimous vote as taking the position that this matter has been disposed of and that no further payment is to be made to Brother Dash.

34. Adjournment.

There being no further business, the June, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, June 2 - 4, 1958, adjourned at 4:15 P. M., June 4, 1958.

Respectfully submitted,

M. P. Webster, Chairman
International Executive Board

T. D. McNeal, Secretary
International Executive Board.

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REPORT OF FINANCE COMMITTEE

The Finance Committee herewith submits the following report:

Pursuant to the direction of the International Executive Board, the full Committee, composed of Chairman M. P. Webster, Secretary T. D. McNeal, Vice President C. L. Dellums, and Board Member A. R. Dailey, met in the offices of the International Headquarters in New York City from May 26, 1958, through May 29, 1958. The Committee very carefully has examined all of the financial records of the International Organization, including the government bonds owned by the Organization.

The attention of the Board is called to the fact that for the past several years the income of the International Organization has decreased materially, and the expenses of the International Organization have not decreased proportionately, and in many instances they have increased. For instance, the records show that for the fiscal year ending July 31, 1957, the net operating gain for that period was a little over $27,000.00. For the fiscal year up to and including May, 1958, the net operating loss was $11,737.85. As far as the Committee is able to judge, at the end of the fiscal year, July 31, 1958, we will show an operating loss of approximately $15,000.

ANALYSIS OF DUES PAYING MEMBERSHIP

The number of men paying dues for the past four years are as follows:

1954-1955	8,457
1955-1956	8,160
1956-1957	7,661
1957-1958	7,325

The number of members paying dues will not be increased, particularly in view of the fact that we have this problem on the New York Central Railroad and on the Rock Island Railroad. So it cannot be anticipated that there will be any substantial increase in the number of men paying dues. It would appear that our income is not going to substantially increase, at least permanently, at any time in the foreseeable future.

Therefore, in the use of good judgment under the circumstances, a definite and practical program of actually reducing the International expenses of necessity must be put into effect immediately in connection with all expenditures that are not fixed, including such expenditures as travel and maintenance, entertainment, donations, printing, and all current expenses that are not fixed.

In this connection, the Committee recommends that all International Officers who have to do with making International expenditures should be directed to scan every item of expense coming within his notice to determine what savings can be accomplished.

Warnings of this nature have been submitted to the International Executive Board and to the International Officers from time to time on previous occasions, anticipating the substantial drop in our income, but it is the opinion of the Committee that our warnings have not been seriously taken. For that reason we have specific recommendations to make in reference to how we feel the expenditures could be reduced. The items and recommendations are as follows:

(1) The travel and maintenance expense for the fiscal year ending in 1958 up to the present time is a little over $3,000 per month. Our analysis of the travel and maintenance expense indicates that this average could be cut to $2,000 per month and in some months it could be cut even less. If this recommendation is carried out, it would provoke a savings of a little over $12,000 per year.

(2) Several years ago, because of the fact that the local staff did not have the books up to date and in order to correct this situation, it was arranged for the auditors to make an audit once per month. As a result of changing the audit from quarterly to monthly, the auditors felt that it was necessary for them to do the

posting in the ledger so that the books would be up to date when they came in. Since that time the auditors have been posting the books at an additional cost of $50.00 per month. From the Committee's analysis of the situation it is apparent to the Committee that our regular bookkeeping staff could and should post the books, and the additional expense we are required to pay in order to have the a auditors post the books could be eliminated. Therefore, the Committee recommends that the International Secretary-Treasurer instruct the bookkeepers to post the books and have them ready for the auditors when they come in.

The Committee also feels that we can resume the quarterly audit instead of the monthly audit. Because the husband of Mrs. Ford, the auditor, had a heart attack, we could not discuss the matter with her, and we have not been able to reach her on the telephone since arriving here. As soon as we find out from Mrs. Ford what the reduction in cost will be, the Committee will report to the Board on the matter.

(3) The Committee's investigations of the operations in the International Office disclosed that despite the fact that the New York Local has some 1200 dues paying members, the Local pays no part of the costs of the Local operation of the office in which its business is transacted. The only item we found that the New York Local pays was the salary of Brother Bynum. The Committee wishes to direct the attention of the Board to the fact that all other Locals operating joint offices with the International Organization are required to pay their full share of operating expenses. This is true in Chicago, Detroit, Oakland, and St. Louis.

In order to correct this inequity and to stop this uncalled for drain of the International funds at this time, the Committee recommends that the Board request the International President to immediately advise the New York Division that effective as of July 1, 1958, it will be required to pay $200 per month as part of the cost of the rent, telephone, postage, and other costs of operating the New York office. If this is put into effect, it will be an additional savings of $2,400 per year.

(4) The Committee further found that Brother H. E. Jones, who handles the grievances for members of the New York Central District in New York, is carried on the International payroll at $100 per month in addition to allowances for time lost and expenses when he takes time off from his job on the road. The Committee wishes to point out that in view of the fact that the International Organization already has four full time International Officers and employes in the New York Office to handle International business, and in view of the fact that a great preponderance of Brother Jones' duties are local in nature, the Committee recommends that the Board direct that Brother Jones be removed from the International payroll effective September 1, 1958, and if the New York Division feels that his services are needed, the Division should place him on the Local payroll thereafter.

(5) Among the large, regular expenses of the International Organization is an item of $6,185.61 per year which we contribute toward the upkeep of the Third Division of the National Railroad Adjustment Board. The Committee is advised that it is possible to, and several small railroad labor organizations do, split the cost of a unit of Adjustment Board support. In view of the fact that our membership is now 8,000 or less and there is a need to cut down on expenses, the Committee recommends that the Board direct the International President to seek through the organizations involved to arrange, prior to January 1, 1959, for some other organization to take over 50% of the share we are now paying towards the support of the labor member of the Third Division of the Adjustment Board.

(6) The Committee finds that the receipts from the United States Treasury for the registering of workers for unemployment benefits in the New York Office no longer supplies sufficient funds to pay the salary of the clerk to handle such registrations, and the clerk is now assigned to additional duties. In view of the foregoing, the

Committee recommends that all receipts from the United States Treasury for the abovementioned purpose be placed in the International Treasury of the Brotherhood of Sleeping Car Porters.

(7) The Committee finds that rather consistently, and especially in the Eastern Zone, that operating porters are taken off the road at International expense to handle hearings and other local matters. The Committee recommends that the Board direct that such men be paid by the Locals as long as such Locals have funds in its treasury, and all Pullman Locals be reminded that they can readily arrange to postpone hearings until both the grievance man and the accused are in town on their layovers.

(8) Article X of the Constitution and General Rules of the Brotherhood requires that all surety bonds required by the Constitution and General Rules of the Organization shall be approved by the International Executive Board. Several years ago the International Secretary-Treasurer bought a blanket bond covering all officers who handle money, including the Local Secretary-Treasurers, for a minimum of $2,500, at a cost of $6,508.24. The Board called this matter to the attention of the International President at the time that it occurred, and also mentioned the above set forth Constitutional provision. The Board also pointed out that 90% of the Local Secretary-Treasurers did not need to be bonded for more than $1,000, and we therefore had spent more for the bond than was necessary.

Despite the foregoing, the Committee was advised that a new blanket bond has been purchased without the approval of the International Executive Board. It is difficult for the members of the Committee to understand why, in light of the foregoing information, this additional bond was purchased without going through the channels provided for by the Constitution.

The Committee strongly recommends that the International President and the International Secretary-Treasurer, who we understand arranged for the payment of this money, be directed that under no circumstances should they arrange for the buying or paying of any of the above-mentioned bonds without complying with the provisions of the Constitution above set forth.

(9) The Committee noted that the International Office recently spent $800 for an audit of the books of the Washington Local. The International Secretary-Treasurer advised that no irregularities were found.

The Committee feels strongly that the accounts of a Division the size of Washington are not so complex or involved that an International Officer or an employe could not have made the audit as is customary in such cases. This was done in violation of the rules and regulations of this Organization. The Committee recommends that the Board direct that hereafter no outside auditors be hired to audit the books of a Local unless it is done under the direction of the International Executive Board as is contemplated by Article XX of the Rules and Regulations for Local Divisions.

(10) The Committee further finds that our accounts in the Broadway Federal Bank of Los Angeles, California, and in the Tri-State Bank of Memphis, Tennessee, now exceed $10,000 due to the accummulation of interest. The Committee recommends that these banks and all similar depositories where we have such accounts be advised that ours is an investment account and all interest should be forwarded promptly to the International Secretary-Treasurer as it becomes due.

(11) As heretofore set forth, the Committee checked the government bonds owned by the International Organization in the vaults of the Manufacturers Trust Company. In checking said bonds, we were advised that $100,000 of Series G Bonds, issued during 1945 and 1946 had expired. In fact, $90,000 of the bonds had already expired and the other $10,000 would expire July 24th. These bonds were removed from the vault and turned over to the Secretary-Treasurer Totten for redeposit for new bonds. The Committee also found that $5,000 in Canadian Bonds were long over due, and the coupons had not been clipped. These bonds also were turned over to Secretary-Treasurer Totten to be redeemed and the cash placed in the bank or such place as

directed by the Board where interest could be obtained. Attached hereto and made a part hereof is a list of the bonds owned by the Brotherhood of Sleeping Car Porters.

Respectfully submitted,

M. P. Webster, Chairman

T. D. McNeal, Secretary

C. L. Dellums, Vice President

A. R. Dailey, Board Member

BROTHERHOOD OF SLEEPING CAR PORTERS
An Unincorporated Association
217 West 125th Street
New York 27, N. Y.

May 10, 1957

UNITED STATES SAVINGS BONDS SERIES "G"

Number	Issue Date	Amount
X546104G	June 18, 1945	$ 10,000.00
X546105G	June 18, 1945	10,000.00
X546106G	June 18, 1945	10,000.00
X546107G	June 18, 1945	10,000.00
X546108G	June 18, 1945	10,000.00
X546099G	June 18, 1945	10,000.00
X546100G	June 18, 1945	10,000.00
X546101G	June 18, 1945	10,000.00
X546102G	June 18, 1945	10,000.00
X700521G	July 24, 1946	10,000.00
X1 199 218 G	November 23, 1951	10,000.00
X1 199 219 G	November 23, 1951	10,000.00
X1 199 220 G	November 23, 1951	10,000.00
X1 199 217 G	November 23, 1951	10,000.00
X1 199 216 G	November 23, 1951	10,000.00
X1 199 215 G	November 23, 1951	10,000.00
X1 199 212 G	November 23, 1951	10,000.00
X1 199 211 G	November 23, 1951	10,000.00
X1 199 210 G	November 23, 1951	10,000.00
X1 199 213 G	November 23, 1951	10,000.00

UNITED STATES SAVINGS BONDS SERIES "J"

W12 J	October 28, 1953	100,000.00
X9 J	October 28, 1953	10,000.00
X7 J	October 28, 1953	10,000.00
X8 J	October 28, 1953	10,000.00
V10 J	October 28, 1953	5,000.00
M9 J	October 28, 1953	1,000.00
M7 J	October 28, 1953	1,000.00
M8 J	October 28, 1953	1,000.00
M10 J	October 28, 1953	1,000.00
W6 198 J	November 22, 1955	100,000.00
W6 199 J	November 22, 1955	100,000.00
V29 958 J	November 22, 1955	5,000.00
M 166 433 J	November 22, 1955	1,000.00
M 166 432 J	November 22, 1955	1,000.00
M 166 431 J	November 22, 1955	1,000.00
C 189 995 J	November 22, 1955	100.00
C 189 994 J	November 22, 1955	100.00
C 189 993 J	November 22, 1955	100.00
Q 91 134 J	November 22, 1955	25.00

UNITED STATES SAVINGS BONDS SERIES "K"

Number	Issue Date	Amount
X 118 484 K	August 9, 1956	$ 10,000.00
X 118 485 K	August 9, 1956	10,000.00
X 118 486 K	August 9, 1956	10,000.00
X 118 487 K	August 9, 1956	10,000.00
X 118 488 K	August 9, 1956	10,000.00

DOMINION OF CANADA SERIES "SERIE L. 6"

B 14954	1947	1,000.00	
B 14955	1947	1,000.00	
B 14956	1947	1,000.00	
B 14957	1947	1,000.00	
B 14958	1947	1,000.00	
		$ 55,000.00	
	Totals Brought Forward	547,325.00	
	Total Amount Due at Maturity		$602,325.00

U. S. Government Bonds	$500,369.00	
Canadian Government Bonds	5,000.00	
Total Amount of Bonds to Date		$505,369.00

X 56695 H	March 14, 1958	$10,000.00

NATIONAL
Made in U.S.A.

23-280
4780 SI
Colored Tabs

23-281
4781 SI
Clear Tabs

NATIONAL INSERTABLE-TAB INDEXES ENABLE YOU TO MAKE YOUR OWN SUBJECT ARRANGEMENT, USING PLAIN INSERTS ON WHICH TO WRITE YOUR OWN CAPTIONS.

DECEMBER, 1958

Minutes of December, 1958 Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
December 10-11, 1958

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December 10, 1958

The first session of the December, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, in Chicago, Illinois at 12:00 Noon on Wednesday, December 10, 1958. The meeting was called to order by Board Chairman Milton P. Webster. Prayer was offered by Brother Clement Smith.

The roll was called by Board Secretary McNeal and the following members answered present:

A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
Milton P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
A. R. Blanchette
A. R. Dailey
G. C. Garran
James A. Martin
Clement Smith
T. D. McNeal, 4th International Vice President

Brothers Frank Boyd and Henry Yates were marked as absent. It was announced that both of these brothers were absent on account of illness.

Minutes of the June, 1958 meeting of the Board were approved by common consent after the unanimous adoption of a motion to include in the June minutes the written objection of Brother Milton P. Webster to the action taken by the Board in the June meeting on the question of "Deposit of Funds".

The Board then proceeded to adopt the following agenda:

AGENDA

1. Letter from Brother Frank Boyd.
2. New York Central case.
3. Canadian National Railroad case.
4. Deposit of Brotherhood funds in Savings Banks and in Savings and Loan Associations.

AGENDA

4a Recommendations of International Officers.

5. Railway Labor Executive Association's 1958 rules movement
6. Question of eliminating monthly audit.
7. Air-Waite Aerial Pullman.
8. Unions financial reports to states.
9. National Housing Committee Against Discrimination.
10. Theodore E. Brown's loan.
11. United Negro College Fund.
12. Due process on railroads book.
13. Railroad YMCA
14. Interest rates on government bonds.
15. Meeting of International Executive Board.
16. 1959 Brotherhood Convention.
17. Contribution to National Committee on Human Rights, Canadian Labor Congress.
18. Abolishment of Finance Committee
19. Santa Fe Train Porters case.
20. New sources of members.
21. Application of Rules 30 and 31 of the Pullman Agreement.
22. Fight for Full Crew Law in Arkansas.
23. Follow up handling of Item #17 of June, 1958 Executive Board Meeting.
24. Fight against Right to Work Law in California.
25. Request for increase in annual retainers fee by Attorney Max Delson.
26. Negotiations with the Fort Worth & Denver and the Colorado & Southern.
27. Districts discontinued

By common consent it was agreed that item 1 of the agenda would be held in abeyance until the second session of this meeting of the Executive Board.

2. New York Central case.

Brother Randolph acquainted the Board with the facts involved in our dispute with the Hotel and Restaurant Employees International Union on the matter of the proper craft and class of club car attendants on the New York Central and of the efforts being made by the Organization to keep these jobs under our agreement as they have been over the years. Brother Randolph pointed out the fact that the decision in this matter will probably be far reaching.

On the matter of our all-out effort to force the New York Central to meet Pullman wage rates for porters and attendants, Brother Randolph pointed out that failure in this project could and probably would have a disastrous effect on the rates of all porters and other service employes on railroads in the United States and Canada. The discussion of this serious problem brought out clearly the fact that the problem has been brought about by the activities of the dining car unions in cutting wages on jobs formerly under the jurisdiction of our agreements.

A motion was unanimously carried directing the International President to use every necessary resource of the Organization to prosecute our fight to force the New York Central to meet Pullman rates for porters and attendants.

3. Canadian National Railroad case.

Brothers Bennie Smith, Blanchette and Randolph acquainted the Board with the fact that the Canadian National Railroad is taking over cars presently being operated within the dominion of Canada by Pullman and that this move by the Canadian National involves the loss of about eighty (80) jobs by members of our organization. The Board was advised that the Canadian National takes the position that it will not take over any of our men with these jobs until all of their present employes are accommodated. Further, that if any are taken they will come at the Canadian National prevailing rates. The Board was further advised that the company stated that if we are able to get an agreement with the union now holding the contract covering sleeping car porters on the Canadian National providing for homestead rights for our men whose jobs are in danger, the company will cooperate. It was stated that the Canadian National sleeping car porters are definitely opposed to granting such homestead rights to our members.

It was regularly moved and seconded that the Brotherhood take immediate steps to develope a favorable climate with respect to homestead rights being accorded to the Pullman porters involved by the union holding the agreement on the Canadian National and, failing the aforementioned, that conferences be requested and held with appropriate Federal officers of Canada with a view of possibly exerting pressure on the Canadian National Railroad to abandon their planned action. The motion was carried unanimously.

4. Deposit of Brotherhood funds in Savings Banks and in Savings and Loan Associations.

Brother Randolph read to the Board a letter, dated July 2, 1958 from Delson, Levin and Gordon on the matter of investing Brotherhood funds in Federal Savings and Loan Associations. This letter was sent to all Board members during the month of July, 1958 by the International President. Brother Randolph went on to state that because Brother Webster was adamant in his opposition to deposit in Federal Savings and Loan Associations, he decided to deposit only $50,000.00 in Federal Savings and Loan Associations at the time and to hold the depositing of the balance of the Organization's surplus funds in abeyance until the next Board meeting. Brother Randolph then described in detail a most thorough investigation which he conducted of the matter of deposits in Savings Banks, Savings and Loan Associations as well as Government Bonds. He presented a list of some one hundred or more unions that are using Savings and Loan Associations throughout the country as depositories for their surplus funds.

The International President then reported having talked with representatives of the International Ladies Garment Workers Union who suggested that arrangements could be made to permit the Brotherhood to join in with the Garment Workers in purchasing special Government Bonds which pay higher rates, if we should choose to do so.

The following observations were made for the record at this point:

M. P. WEBSTER: You haven't any right under this Constitution to put this money anywhere but in banks. That is my position. I am going to read the part of the Constitution that describes this. We haven't any right to invest any money under the Constitution. The only matter in the Constitution on funds in Article XXV of the Brotherhood's Constitution entitled "Disposition of Funds" and reads as follows:

> "Funds of the International Organization shall be deposited to the account of the Brotherhood of Sleeping Car Porters at least once a week in some bank or banks jointly agreed upon by the International President and the International Secretary-Treasurer, or the approval of the International Executive Board, and such officers shall not be held responsible for any loss caused by the failure of any bank when deposit is made in accordance with this article."

That is the only thing I find in the Constitution that gives authority to do anything with this money. At the time the Constitution was written, the type of banks we had in mind were the commercial banks and the savings banks. No reference was made to Savings and Loan Associations or the Building and Loan Associations. These institutions are entirely different from banks themselves. There is nothing in the Constitution that gives us the right to handle the funds any differently. I wanted the record to state my position in this matter.

T. D. McNEAL: I would like to call attention to Article X of the Brotherhood's Constitution, with specific reference to the eighth paragraph which appears on the bottom of Page 15. I quote:

> "The Board shall have general supervision of the funds of the International Organization, the investment of its funds, and the custody of the securities in which the funds are invested. It shall also have control of donations and all unusual or extraordinary expenditure of funds."

I think it is perfectly clear that the Constitution does give the Board the right to invest funds of the Organization and that we are expected to have money in securities. Neither one of these provisions in my thinking confines us to a certain type of bank or to banks as such.

M. P. WEBSTER: I do not think we can define these institutions in which we have put this money as banks. Assuming what you say is correct, the next thing is, how do you define banks? The best I can get out of it is conflict between the two provisions quoted by Brother McNeal and myself. The provision I quoted is entitled "Disposition of Funds", and it tells where the funds ought to be.

A. PHILIP RANDOLPH: My own position would be that these Savings and Loan Associations come within the definition of banks.

M. P. WEBSTER: We do not classify as experts, and some of these so-called banks are pretty phoney about this town. My position still goes. I do not think we have any right to put money in these Savings and Loan Associations, and I depend upon the particular part of the Constitution that I quoted to support my position.

T. D. McNEAL: I see no conflict between the provision of Article X and the provisions of Article XXV of the Constitution of the Organization, in that Article XXV provides for the disposition of funds as they are received and Article X provides for the control and investment of funds. I believe that a study of these two provisions together with the other provisions of the Constitution will show that I am right in that position. Brother Randolph has explained to the Board why the Organization did not carry out the mandate of the International Executive Board in dealing with Item #17 of the Agenda of the June, 1958 meeting. I have no desire to start any controversy over this matter which is now history, but I think that in changing the mandate of the Board without permission of this Board we went astray.

I would therefore most stongly urge upon the responsible officers that at any time they feel it necessary for the good of this Organization to fail to carry out the mandates of this Board, the matter then should be submitted to a vote by this Board before any change is made. That will dispose, so far as I am concerned of this item #23 which I requested be placed on the Agenda.

A. PHILIP RANDOLPH: May I say that we had considerable correspondence with the various members of the Board about the handling of the funds with respect to the savings banks and loan associations. It became at certain points quite heated. A very strenuous protest was registered with the International President by Brother Webster, the Chairman of the Board. Out of respect for him and his position and the respect I have for his judgment I did not think it advisable to go any further with the deposits of funds in the savings banks or with the loan associations. Before we were permitted to go ahead, we had a thorough discussion of the question with complete clarification with respect to the intent of the Board and the nature of the policy involved.

However, may I say that I certainly always want to carry out the mandate of the Board, but the International President of the Organization has to employ some discretion with respect to the work of this Organization because there are certain times when you cannot adhere to the letter with respect to a mandate. One must utilize his judgment in taking action designed to always maintain the unity of this Organization because the strength and survival of the Brotherhood depends upon its unity.

It was for that reason that I felt it was not wise to waive aside a protest lodged by Brother Webster on a matter involving the vital question of handling funds of the Organization. Moreover, I also conceded that he knew as much about this question as I did and probably as much about it as any other member of the Board. Hence I felt that nothing would be lost were we to wait for further discussion and clarification of the question. That was my only reason for taking that action. As a matter of fact, if a strong protest had been made by Brother McNeal or Brother Bennie Smith concerning a question that was as vital as this, I would be inclined to give it consideration, especially when we had nothing to lose and time was not going to destroy the property which we had before us.

So I feel that my course of action was correct and sound in view of the larger problem of the strength and unity of the movement. Certainly one could not ignore the long service and work of Brother Webster in the Organization and then waive aside any protest that he might make concerning a vital question such as this. That is the reason why I took this position.

M. P. WEBSTER: I am calling your attention to the Article of the Constitution which Brother McNeal refers to. I glean he means that you should have converted the rest of the funds into investments where we could get a larger percentage of interest. I raised an issue at the last Board meeting that I objected to it, and I said that I would write down later on. The only thing I probably injected in the statement was this Constitutional provision. Item #17 of the last Board meeting reads as follows:

> "After extended discussion and the withdrawal of a previous motion, Brother Randolph moved that Brothers Dellums, Totten and McNeal be delegated and authorized by the Board to work out a plan for deposit of the Organization's surplus funds to produce maximum Government insured income and to proceed with same after necessary

investigation."

That is what the Board ordered to be done. It did not say to invest all this money before coming back to the next Board meeting. In my protest I think I commented in one paragraph as follows:

> "We are talking about investing $700,000 and $100,000 or $90,000 immediately. I do not think any officer of the Organization or member of this Board is sufficiently conversant with the financial operations in this country that would justify him in being in such a big hurry, as it appears that we are, to get this money invested. In my humble opinion it is far better theoretically to lose some money by not investing at once than to find out later that an error had been made. I think the original proposition made before the Board to have an analysis made of this question of investing this money and a report be made back to the Board was the proper thing to do.

I did not tell Brother Randolph not to do what the Board told him to do. I simply pointed out that that was my opinion.

C. L. DELLUMS: I want to give my opinion on the expressions just made by the International President. It is my position that if the International Executive Board directed that something should be done and any member of the Board felt subsequently to that time that he had discovered some evidence that might change the thing or had thought of something that was germane to the subject, the International President would be duty bound to give it consideration and investigation, but after that investigation was made and nothing substantial was brought out to change or prevent the direction of the Board from being carried out, then I think he should go ahead and carry it out.

T. D. McNEAL: I want to add one sentence. As I see it, the mandate of the Board in connection with the deposit of funds still stands. It has not been rescinded by this Board.

Brother Randolph then moved that the action taken by the Executive Board in the June, 1958 meeting on the matter of depositing Brotherhood funds be rescinded. Brother Bennie Smith seconded the motion. The motion was carried by a vote of 9 to 2. Brothers Dellums and McNeal requested that the record show that they voted against this motion.

Brother Randolph then moved that we take $100,000 out of bonds and place $50,000 in savings banks and $50,000 in savings and loan associations. There was considerable discussion of this motion with Brothers Dellums, Blanchette, Dailey and McNeal expressing opposition to the motion on the ground that the motion would cause us to get maximum returns from only a small percentage of the actual surplus funds of the organization. The motion was carried by a vote of 6 to 4, with Brother James A. Martin not voting.

The first session of the December, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 P. M. December 10, 1958, to reconvene at 11:00 A. M. on December 11th, 1958.

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December 11, 1958

The second session of the December, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, Chicago, Illinois at 11:20 A. M. on Thursday, December 11, 1958. Chairman Milton P. Webster led the Board in prayer. The roll call showed all members present with the exception of Brothers Henry Yates and Frank Boyd who were absent account of illness.

1. Letter from Frank Boyd.

A letter dated November 17, 1958, from Brother Frank Boyd was read to the Executive Board by Chairman Webster. This letter indicated that Brother Boyd's health is bad and that in addition, he is losing his sight. At this point the following observations were made made for the record:

M. P. WEBSTER: First, I think the Board ought to send Brother Frank Boyd some type of expression to cheer him up. Second, I want to point out that because of Frank's defects I had to remove him as Secretary-Treasurer of the Twin Cities Division. He picked up around $30 or $35 per month as the Secretary-Treasurer, but now that he has been removed he does not receive it anymore. We pay him $100 per month, out of which $15 is taken out and he gets the $85.00. He can't live on that $85.00 per month. I am going to recommend that the International Organization give Frank at least $30.00 of that $35.00 he use to collect.

In this connection I would like for the record of the Board to show that Frank is one of the very few men whose loyalty, devotion, steadfastness and patriotism were responsible for this organization being where it is today. There is a tendency, particularly among the younger men, to forget the men who built the bridge over which they walk. Brother Boyd was at least a 25 year man when the Organization started. Nobody asked him to come running to Chicago. He came to our headquarters he asked for some literature which he told me he was going to start circulating around. I told him that he would get fired and to take it easy. He waited a few more trips, and then started circulating the literature around the depot. That was the last trip he made.

He always remained steadfast with the Organization. He was a man of some ability, and probably one of the best informed men in this country. He has an unusual record up in Minnesota, and he made probably as great a sacrifice as anybody in the days when we needed it. I have been in Minnesota when the snow was six feet deep, and he and I have called on people trying to get the Organization together. Some years back, when we were probably in our dir-tional Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:30 P. M. December 10, 1958, to reconvene at 11:00 A. M. on December 11th, 1958.

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I simply cite these things because I don't want to argue about $30.00. I think the record ought to show the character of Brother Boyd and the contribution he made to the Organization. From where I sit, he is not going to be around here much longer. We tried to get him to go to California with his stepson, but he would not go. I think that Frank is one of the men whose life in this Brotherhood is an example for some of the younger men to follow.

Brother Boyd came on this Board way late. He was probably too old to be put on the Board. At the time I could have picked out other men, but I felt that since we had not recognized him when he was in a position to do a better job, we could at least let that honor be conferred upon what we consider his last days. I wanted this information in the permanent record because twenty years from now, after he passes off the scene, nobody would know about him.

The records of all those men who helped to build this Organization ought to be in the files of the Organization for the younger men to read when things happen in the future. From where I sit, the things we have encountered and have overcome in the past are a Sunday school picnic in comparison to what we will have to encounter in the future if we stay in this business. Our problems will be as difficult in the future as they have been in the past, and if the younger men don't have some of the same spirit that was manifested in Brother Frank Boyd, the Organization won't be here.

I am suggesting that we give Brother Frank Boyd at least $30.00 more per month. I am now trying to get the Railroad Retirement Pension for him, but it has not been successful up to the present time.

A. L. TOTTEN: I agree with your admiration and respect for Brother Frank Boyd, and I am wondering if we can't stretch it to $150.00 per month.

BLANCHETTE: I offer the motion that the $100 paid to Brother Frank Boyd each month be increased to $150.00 per month effective December 1, 1958.

GARRAN: I second the motion.

The motion was passed unanimously. By common consent the Board gave Brother M. P. Webster authorization write Brother Frank Boyd.

4a Recommendations of International Officers

In the meeting of International Officers held prior to the current meeting of the Executive Board, it was agreed that the International Officers would recommend the following measures designed to bring down the operating expenses of the International Organization:

(1) That Secretary-Treasurer Totten be requested to secure estimates on the amount of savings that could be effected by reducing the Black Worker from eight pages to either six pages or four pages. If possible saving is sufficient, an effort would be made to condense articles, etc., with the view of putting out either four page or six page editions.

(2) It is suggested that indiscriminate use of long distance telephone be stopped. Every effort to be made to impress all officers and personnel who have occasion to use long distance telephone that it is absolutely imperative that no such call be made unless it involves a matter which cannot be properly handled in any other manner.

(3) It is recommended that all concerned make every effort to reduce the number of men taken down off the road at International expense and that in every such instance where the matter involved is of a local nature, the local should pay the cost if it has the money in its treasury.

(4) That Zone Supervisors in Zones where there are Locals receiving subsidies be instructed to review these situations with the view of seeking to reduce the amounts being expended for such purposes.

(5) That in order to reduce the amount being spent for auditing, a yearly audit instead of the present monthly audit be instituted for the Firemen's Fund.

(6) It is recommended that an effort be made to reduce the amount of rent being paid for the International Headquarters in New York by reducing the amount of space being used upon the expiration of the present lease, and that an effort be made now to rent out two of the rooms which are not needed.

(7) That wherever an analysis shows that it is clear that the use of labor saving devices (such as dictating machines, etc.) would result in a more economical operation of Brotherhood offices, such devices should be used.

(8) It is recommended that immediate steps be taken to arrange to pay one-half the cost of a unit of support of the Third Division of the National Railroad Adjustment Board instead of the full share we are paying now.

(9) That Brother Randolph request the AFL-CIO to relieve us of the obligation of paying the COPE per capita in order that we may have to support only the Railway Labor Political League.

(10) It is recommended that we maintain $50,000 in demand deposits.

A copy of the foregoing recommendations, along with a copy of an analysis of the Brotherhood's finances which was drawn up by Brother Milton P. Webster was handed to each member of the Executive Board at this point. After some discussion, a motion was unanimously carried adopting each and all of the foregoing recommendations of the International Officers.

5. Railway Labor Executive Association's 1958 rules movement.

As a matter of information to the Board Brother Randolph acquainted the members of the Board with a letter from Chairman Leighty of the Railway Labor Executive's Association in which it was requested that all General Chairmen write again to their carriers urging the setting up of committees for national handling of the 1958 rules dispute.

6. Question of eliminating monthly audit.

Brother Randolph read a letter dated June 11, 1958, from the Brotherhood auditors in which it was pointed out that a quarterly audit would only save about $25.00 per quarter. Brother Randolph recommended that in view of this small saving, that the present system of monthly auditing of Brotherhood accounts be continued. This recommendation was adopted by a unanimous vote.

7. Air-Waite Aerial Pullman.

Brother Randolph acquainted the Board with a plan of Air-Waite International Incorporated to set up pullman type accommendations at Airports and of their desire to get information on labor cost and our ability to furnish the necessary porters for this new service. Brother Randolph stated that he had advised this corporation of proposed rates of pay,etc. and confirmed the fact that we can and will supply the necessary employes. He added that the Brotherhood had been invited to buy stock in this venture by a New York banker who contacted us sometime after we had talked with representatives of Air-Waite. Brother Randolph says that he advised the bankers that as of this time we would not be interested in purchasing stock.

Brother Randolph recommended that we stay close to this development and seek to secure all possible jobs for our members. It was agreed by common consent that the International President will closely follow up this important matter.

8. Unions financial reports to states.

Brother Randolph advised the Board that the Department of Labor has notified unions that a number of states now require financial reporting by trade unions. It was agreed that the International President will secure further information on this subject and report to the next meeting of the International Executive Board.

9. National Housing Committee Against Discrimination.

Brother Randolph acquainted the Board with the program of the National Housing Committee against discrimination and requested that the Brotherhood affiliate with this group. A motion was unanimously carried to effect this affiliation.

10. Theodore E. Brown's loan.

On the matter of the loan to Theodore E. Brown, the International President advised that Brother Brown has promised to begin paying this debt at once. Brief discussion on the part of various Board members indicated that the Board is unanimous in its thinking that Brother Brown should liquidate this debt forthwith.

11. United Negro College Fund.

Brother Randolph advised that the AFL-CIO has endorsed the Negro College Fund and has asked all International unions to contribute to this cause. By common consent it was agreed that the record of the Board meeting will show this matter was brought to the attention of the Board.

12. Due process on railroads book.

Brother Randolph called the attention of the Executive Board to a new book called "Due Process on Railroads". He stated that this book contains much valuable information and added that he felt that every Brotherhood official should have a copy for use in connection with his work. A motion was unanimously carried to purchase 20 copies of this book with the view of furnishing a copy to each International Officer, each member of the International Executive Board and to other key personnel such as Brothers McLaurin and Bowe of New York and Brother Shackleford of the Chicago office.

13. Railroad Y. M. C. A.

Brother Randolph acquainted the Executive Board with a request for support from the Railroad YMCA. There was some discussion of the fact that this part of the YMCA has practised racial discrimination. It was unanimously agreed that the International President will write the Railroad YMCA calling their attention to this policy and protesting same.

14. Interest rates on government bonds.

A letter was read from President Meany of the AFL-CIO on the matter of cost and interest of government bonds. This document showed that rates of interest paid by the United States

Government on short term (91 day) loans controlled all interest rates in the entire country. It was agreed that the detailed report on this matter would be duplicated by the International Office and sent to each Board member.

15. Meeting of International Executive Board.

Brother Dellums moved that the next meeting of the International Executive Board be held on the first Monday in May of 1959, except circumstances beyond our control intervene. This motion was seconded by Brother Dailey. The motion was carried by a unanimous vote.

16. 1959 Brotherhood Convention.

A motion was unanimously carried to hold our 1959 Convention beginning on the first Monday in September, 1959, because of the AFL-CIO Convention being scheduled to begin on September 17, 1959.

17. Contribution to National Committee on Human Rights, Canadian Labor Congress.

Brother Blanchette discribed the program and progress being made for human justice by the National Committee on Human Rights in Canada and requested a donation of $250.00 to that organization. A motion was unanimously carried to contribute $250.00 to the National Committee on Human Rights.

18. Abolishment of Finance Committee.

Brother Blanchette stated that the Finance Committee meeting at New York is an unnecessary expense. He argued that it is the duty of the full Board to carry out the functions now being carried out by the Finance Committee. Brother Blanchette then moved that the Finance Committee be abolished. The motion was lost for lack of a second.

Brother Webster then reviewed the background leading up to the setting up of the Finance Committee by the International Executive Board. He pointed out the fact that the Finance Committee is a sub-committee of the Executive Board itself, that it functions for the Board and reports to the Board. Brother Webster stated that the results obtained through the activities of the Finance Committee have justified the Committee's existence.

It was moved by Brother Randolph that one member of the Finance be selected by the Committee and sent to New York periodically to examine the books and records and that Brother Totten be added to the Finance Committee. This motion was seconded by Brother Bennie Smith. There was considerable discussion on this matter. The motion was carried by a vote of 10 to 1. Brother Dellums requested that the record show that he voted against the motion, not because of adding Brother Totten to the Committee, but because the motion did not provide for two members to do the investigating of the records.

19. Santa Fe Train Porters case.

Brother Webster reviewed the situation on the Santa Fe involving Porter-Brakemen. He pointed out that the case to protect the rights of these men has been in the Courts 14 years. He gave a detailed account of the handling of this matter in the Courts and before the First Division of the National Railroad Adjustment Board. By common consent the Board agreed that the Organization should pursue this matter with the view of protecting our Santa Fe members.

20. New sources of members.

The Board agreed that this topic had been disposed of by the discussion on Item 7 of the Agenda.

22. Fight for Full Crew Law in Arkansas.

Brother McNeal gave the Board an account of the fight by railroad unions in the State of Arkansas to retain the Arkansas Full Crew Laws. He acquainted the Board with the splendid and important part played in this fight by the Train Porters Locals on the Missouri Pacific, the Cotton Belt and the Kansas City Southern under the leadership of General Chairmen V. L. Johnson and William Hentz. By a unanimous vote the Board commended Brothers Johnson and Hentz and the three Locals mentioned.

23. Follow up handling of Item 17 of the June, 1958 Executive Board Meeting.

It was agreed by the Board that this matter had been disposed of during the discussion on Item 4 of the Board's agenda.

24. Fight against Right to Work Law in California.

Brother Dellums gave the Board a full account of the successful 1958 fight in California by the combined labor forces against the adoption of a "Right to Work" law. He described the important part played by the Brotherhood in this fight. By common consent the Board went on record commending Brother Dellums and the Oakland and Los Angeles Locals of the Organization for the splendid part they played in this highly important political fight.

21. Application of Rules 30 and 31 of the Pullman Agreement.

Brother McNeal asked for discussion and decision on the Brotherhood's position on the application of Rules 30 and 31 of the Pullman Agreement as it would apply to St. Louis Busboys Sagun and Joshua. Brother McNeal described the situation as follows:

Prior to 1953 Busboy Joshua had accumulated a total of 16 years seniority as a busboy. Busboy Sagun had that time accumulated a total of 14 years seniority as a busboy. In 1953, the Organization negotiated our present Rules 30 and 31. Rule 30 provides for permanent transfers within a given district from one class to another with retention of accumulated seniority in the class from which transferred. Rule 31 gave the Company the right to set up temporary busboy or attendant rosters at places where no such roster existed. Joshua and Sagun worked from 1953 to 1958 as attendants. In 1958, due to the New York Central taking over its cars, both Joshua and Sagun were furloughed as attendants. At the time of their furlough no busboy jobs existed at St. Louis.

However, in October, 1958, The Pullman Company established a busboy run requiring three (3) men between St. Louis and Pittsburgh on the Pennsylvania. The Pullman Company's General Office instructed the St. Louis District Office to set up a temporary Busboy's roster and to place thereon, temporarily, three young Attendants to perform the busboy work on this job. The Pullman Company ignored the fact that there were two men at St. Louis who carried busboy seniority. These men finally protested to the Brotherhood at St. Louis during the month of December, 1958. Brother McNeal contended that under the provisions of Rule 31 of the agreement, the Pullman Company had no right to establish a temporary Busboy roster at St. Louis, so long as there were men with busboy seniority at that point and who desired to take the jobs involved.

Brother McNeal further contended that it is the purpose of Rule 30 to permit a man to freeze his seniority and to later pick up that seniority and use it in the class from which he had been transferred. A majority of the Board expressed themselves as being in agreement with the position taken by Brother McNeal. It was decided that Brother Randolph would appoint a Committee composed of Brothers Dellums and McNeal to go to The Pullman General Office with the view of discussing this matter with Mr. Boeckleman and coming to a meeting of minds on the proper application of the rules involved.

25. Request for increase in annual retainers fee by Attorney Max Delson.

Brother Randolph read to the Board a letter from Attorney Delson asking for an increase from $1500.00 a year to $2500.00 a year. There was considerable discussion of this matter. Finally a motion was carried to increase this retainer to $1750.00 by a vote of 10 to 1. Brother Webster requested that the record show that he voted against this increase.

26. Negotiations with the Fort Worth & Denver and the Colorado & Southern.

Brother McNeal who is representing the Organization in these current negotiations acquainted the Board with the progress made to date. He pointed out that since these negotiations are for dining car employes, there are many situations and proposed rules entirely dis-similar from the usual rules in our agreement. Brother McNeal pointed up the fact that on the Colorado & Southern the agreement already provides for the classification of "Porter-Waiter". He said that this classification has been in existence on that property since 1951. He said that while he is opposing the keeping of that classification in the agreement, it appears that the only way the classification could be eliminated from the agreement would be through a successful strike action on the part of the Organization. He added that he did not feel such action would be advisable in view of the fact that this entire group is composed of only about 15 men.

He also pointed out that the men involved themselves want to keep the hyphenated classification. Brother McNeal went on to say that he felt the Organization should continue to resist the efforts of the Fort Worth & Denver Railroad to place this classification in the agreement on that property, even though the men on the two rosters are employed jointly on the same trains and dining cars.

Brother McNeal said that his thinking is that we should get a decision from the Third Division of the National Railroad Adjustment Board on the propriety of this hyphenated classification on the Fort Worth & Denver before even considering the demand of the Fort Worth & Denver people that this classification be shown in the Scope rule of the agreement on that property. The Board indicated that it was in agreement with the thinking of Brother McNeal in this matter.

27. Districts discontinued.

Brothers Dailey and McNeal discussed with the Board the fact that there is a complete lack of uniformity on the part of The Pullman Company in applying Rule 29 of the Pullman agreement insofar as extra men to be transferred with runs is concerned. They pointed out several districts discontinued under this rule and pointed out the company's inconsistency in transferring extra men. It was agreed that the Organization will seek to get some degree of uniformity in the application of this rule. Brother Randolph was requested to seek a conference with the company for the purpose of working out an understanding in this matter.

28. Adjournment.

There being no further business the December, 1958, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, December 10 - 11, 1958, adjourned at 4:25 P. M. December 11, 1958.

Respectfully submitted

Milton P. Webster, Chairman.
T. D. McNeal, Secretary

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
International Executive B
Minutes

NATIONAL
Made in U.S.A.

23-280
4780 SI
Colored Tabs

23-281
4781 SI
Clear Tabs

NATIONAL INSERTABLE-TAB INDEXES ENABLE YOU TO MAKE YOUR OWN SUBJECT ARRANGEMENT, USING PLAIN INSERTS ON WHICH TO WRITE YOUR OWN CAPTIONS.

MAY, 1959

Minutes of May, 1959, Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
May 4-6, 1959

May 4, 1959

The first session of the May, 1959, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters, in Chicago, Illinois, at 1:00 P. M. on Monday, May 4, 1959. The meeting was called order by Board Chairman Milton P. Webster.

Prayer was offered by Brother Clement Smith. This was followed by the Board standing in silence for a period of one minute in memory of Brother Henry Yates of Cleveland who passed since the previous meeting.

The roll was called by Board Secretary McNeal and the following members answered present:

A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
Milton P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
A. R. Blanchette
A. R. Dailey
G. C. Garran
James A. Martin
Clement Smith
T. D. McNeal, 4th International Vice President

(Brother Frank Boyd was absent on account of being seriously ill.)

Minutes of the December, 1958, meeting of the Board were unanimously approved after the adoption of a correction showing that the Board formally welcomed Brother Clement Smith as a member of the body at its final December 11, 1958, session.

The Board then proceeded to adopt the following agenda:

AGENDA

By Brother A. Philip Randolph:

1. Report on New York Central problem.
    (a) Hearing for determination of craft or class for representation election.
    (b) Decision of National Mediation Board on findings of hearing.
    (c) Demand of Local 370 for new hearing.

AGENDA

By Brother A. Philip Randolph

2. Formulation of policy governing paying of joining fees, and date for beginning of payment of dues by employes of carriers as a result of representation election.

3. Problem of payment of dues in relation to Union Shop on New York, New Haven and Hartford Railroad.

4. The Canadian National Railway's and Pullman Porters' problem of Homestead rights.

5. Increase in monthly dues by $1.00, and the inclusion of tax in monthly dues.

6. Formulation of policy with respect to share of new dues increase to be received by Local Division.

6a. Policy to be recommended with respect to Canadian dues.

7. United College Fund.

8. Advertisement in Souvenir Program of NAACP on 50th Anniversary.

9. Appeal for support from National YWCA.

10. Resolution of support for NAACP.

11. Fight against policy of southern states to outlaw the NAACP.

12. Chattanooga porters in relation to Atlanta District.

13. Support of petition and march for integrated schools by Youth March Committee.

14. Designation of fraternal delegates to NAACP conference in July.

15. Support of Negro Labor Committee.

16. Brotherhood membership expansion program.

17. Resolution of commendation for C. L. Dellums on FEPC fight.

18. Election of member to International Executive Board.

19. Problem of check off.

By Brother Clement Smith:

20. Proposed merger of Seaboard Airline and Atlantic Coast Lines Railroads.

21. Train porter and attendant question on Atlantic Coast Line.

AGENDA

By Brother C. L. Dellums

22. Interpretation of Constitution in reference to payment of Annual Tax.

23. Brotherhood endorsement of merchandise.

By Brother G. C. Garran:

24. Air Waite.

25. L. & N. train porter situation.

26. Per Diem.

By Brother A. R. Blanchette:

27. Consideration of recognition of payment of joining fees by CPR and CNR porters through six months' accumulation check off of dues retroactive to January 1, 1957.

28. Question of change in fractional determination of the minimum number of men in a regular assignment on the Canadian Pacific Railroad.

By Brother Ashley L. Totten:

29. Authorization by the Board to remove from our reports the defunct account of the New Jersey Title Guarantee and Trust Company.

By Brother M. P. Webster:

30. Chicago, Rock Island and Pacific situation.

31. The new Labor Law.

32. Santa Fe Train Porters case.

33. Benjamin F. Morris case.

34. R. W. Patterson case of Toronto, Canada.

By Brother T. D. McNeal:

35. Pullman's current attempt in hearings to cross examine accused members before direct examination by Brotherhood representatives.

36. Current efforts of the American Association of Railways to poison the Negro public mind against railroad unions.

37. Status of effort to restore original coverage under Pullman group insurance.

38. Fort Worth and Denver and the Colorado Southern situation.

AGENDA

By Brother A. Philip Randolph:

39. The Pullman conductors' case against the New York Central.

40. Convention.

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The Board then proceeded to discuss and make the following decisions and dispositions of the foregoing agenda:

1. Report on New York Central problem.

(a) Brother Randolph acquainted the Board with all of the facts involved in the fight with the Dining Car union over the determination of class and craft of club car attendants employed by the NYC for purposes of representation of the men employed by the NYC on sleeping cars and club cars. He explained that the long delay in disposing of the matter was caused by the Board itself.

(b) Brother Randolph then acquainted the Board with the favorable decision rendered in this matter by the Mediation Board.

(c) The Board was acquainted with the fact that the Dining Car union has requested a re-hearing of this decision.

(d) The coming election - The importance of winning by a large majority was stressed. This will be helpful in re-establishing standard wage rates for these NYC employes which must be done if Pullman is to survive. (There was a general discussion of this matter by the Board)

Motion carried placing the Board on record favoring the use of all Brotherhood resources in winning this fight.

2. Formulation of policy governing paying of joining fees, and date for beginning of payment of dues by employes of carriers as a result of representation election.

3. Problem of payment of dues in relation to Union Shop on New York, New Haven and Hartford Railroad.

(Items 2 & 3 handled together) Brother Randolph led a discussion on the matter of the necessity of formulating a definite policy governing the payment of fees and dues by members taken over in representation elections. He stated that the New York, New Haven & Hartford have refused to dismiss a man under the union shop agreement on the basis of non-payment of dues that accumulated prior to the signing of the union shop agreement.

In instances where the Organization takes over new groups in representation elections, the Board agreed that these people would be asked to join and pay dues from the date we win such elections. Those who do not pay from that date shall be required to join as of the date the Union Shop Agreement becomes effective.

NEW HAVEN UNION SHOP MATTER In view of the fact that a serious error was made in handling the Union Shop Agreement on the New Haven Road wherein the Organization took the position that a man should be discharged under the Union Shop Agreement on the basis of not having paid dues for a considerable period prior to the effective date of the Union Shop Agreement, and in view of the fact that under the Union Shop Agreement on the New Haven Railroad and on other railroads, we could not require the Company to discharge a man for his failure to pay dues before the effective date of the Union Shop Agreement, the Board directs that the International President and all International Officers who have to deal with these situations recognize the provisions of the Union Shop Agreement and not call for the discharge of any employe unless it is for his failure to pay dues from the effective date provided in the Union Shop Agreement.

In view of the fact that number of men, particularly on the New Haven Road, have been required to pay dues for a good many months prior to the effective date of the Union Shop Agreement and prior to the time that they became members, all International Officers are directed that where these conditions exist and men have paid dues as above set forth, the funds that have been paid in as dues be credited fully for future dues payments.

For example: If any member was required to pay dues from a date prior to the date that the Union Shop went into effect, his dues should be adjusted on the basis of his paying his dues after the effective date of the Union Shop Agreement.

4. Canadian National Railway's and Pullman Porters' problem of Homestead rights.

Brother Blanchette acquainted the Board with the handling of our efforts to secure homestead rights for 90 Pullman employes who were displaced account of the Canadian National Railway taking over the operation of their sleeping cars, since the last meeting. He described the conferences held on this subject with government officials, Railway officials and officials of the Trade union holding the agreement on the C. N. The President of that union agreed to request postponement of the date of transfer and to influence his men to vote favorably. He failed to keep his word. When the C. N. took over, Pullman employes lost their jobs.

THE FOLLOWING DOCUMENT IS A PHOTOCOPY.

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A referendum vote, held later, was against homestead rights by a large majority. Several of the Pullman men have been hired by the C. N. at Montreal and Toronto. Total about 40 or 45. Pullman is retaining about 26 of these men in international operations.

5. Increase in monthly dues by $1.00, and the inclusion of tax in monthly dues.

Brother Randolph proposed that the Board go on record to recommend a $1.00 increase in dues to the International Convention. He pointed out that this must be done in order to keep the organization financially healthy. A motion to that effect was passed by a vote of 11 to 0.

Brother Randolph proposed that the Board recommend to the Convention that the Annual Tax be included in the monthly dues. This proposal was withdrawn.

6. Formulation of policy with respect to share of new dues increase to be received by Local Division.

The Board agreed to recommend to the Convention that the $1.00 increase be allocated 80¢ to the International and 20¢ to the Local. (new totals would be $3.80 to International and $1.20 to Locals)

6a. Policy to be recommended with respect to Canadian dues.

A motion was carried to recommend to the Convention that the Canadian dues be raised to $5.85. Allocation to be $4.65 to International and $1.20 to Local.

7. United College Fund.

A motion was carried 10 to 1 to contribute $500.00 to United College Fund.

8. Advertisement in Souvenir Program of NAACP on 50th Anniversary.

A motion was carried to buy $250.00 space in the NAACP 50th Anniversary Journal. If a page costs more Brother A. Philip Randolph will poll the Board on the matter of cost.

9. Appeal for support from National YWCA.

This item was withdrawn by Brother Randolph.

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10. Resolution of support for NAACP.

11. Fight against policy of southern states to outlaw the NAACP.

(Items 10 and 11 handled together)

WHEREAS, a number of Southern States have enacted legislation to outlaw the National Association for the Advancement of Colored People, thereby making membership in the organization a crime, which constitutes a grave crisis in the struggle for civil rights, therefore, be it

RESOLVED that this International Executive Board go on record as giving support and cooperation to the National Association for the Advancement of Colored People, and herewith call upon the Brotherhood members and officials to join the NAACP and give it their moral and political support.

12. Chattanooga porters in relation to Atlanta District.

Brother Randolph told the Board that Pullman transferred three Chattanooga porters to Atlanta in violation of Rule 29. The matter has been corrected with Pullman. The 3 Chattanooga men are urging that they should be restored to the Atlanta roster on the basis of the lapse of time. The Board went on record as feeling that Rule 29 was violated in the first instance and that the Chattanooga men have no basis for complaint under the agreement.

13. Support of petition and march for integrated schools by Youth March Committee.

Brother Randolph acquainted the Board with the fact that 40,000 people participated in a Youth March for Integrated Schools on April 18, 1959. The Board went on record as approving and supporting this program and Civil Rights Legislation.

14. Designation of fraternal delegates to NAACP conference in July.

Brothers B. Bowe, Totten, McLaurin, Bynum, and A. Philip Randolph were approved as our fraternal delegates to the NAACP Convention at New York in July. Motion carried to send 5 or more fraternal delegates to this meeting. Brother Randolph invited Brothers Blanchette and McNeal to attend as fraternal delegates. Brother Webster announced that he would be there as an observer, at Brotherhood expense. There was no objection to the suggestion of Brother Randolph or Brother Webster.

15. Support of Negro Labor Committee.

Brother Randolph told the Board of the program of a Negro Labor Committee which will be set up at some time in the near future and appealed for Brotherhood endorsement and support. The Board went on record as endorsing the idea of forming a National Negro Labor Committee and to take the responsibility of setting up the first conference.

16. Brotherhood membership expansion program.

Brother Randolph said it is possible to expand our membership if we come out of the NYC situation with a good agreement. He suggested that we may expand our membership also by organizing baggage handlers at airports. It was suggested that each Board member look into this situation in his area. A motion was carried placing the Board on record approving the expansion of the membership through taking in the Pennsylvania Dining Car employes and air line baggage handlers.

The first session of the May, 1959, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:40 PM, May 4, 1959, to reconvene at 11:00 AM on May 5, 1959.

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May 5, 1959

The second session of the May, 1959, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board room of the Chicago Zone Headquarters at 11:20 AM on Tuesday, May 5, 1959. Brother Blanchette led the Board in prayer. The roll call showed all members present except Brother Boyd.

The Board proceeded handling matters on the agenda as follows:

17. Resolution of commendation for C. L. Dellums on FEPC fight.

The following resolution was adopted by unanimous vote:

WHEREAS, Brother C. L. Dellums, Third International Vice President of the Brotherhood of Sleeping Car Porters, has led the fight for Fair Employment legislation in the state of California with initiative, ability, courage and integrity;

WHEREAS, The high order of statesmanship he has exhibited in giving force, effect and reality to this memorable struggle for first-class economic citizenship in the United States reflects great credit not only upon himself but also upon the Brotherhood and the Negroes as a whole, therefore, be it;

RESOLVED, that this International Executive Board go on record as commending Brother Dellums upon the exemplary and constructive role he has played in the Civil Rights struggle which will serve as an inspiration to Negroes everywhere to renew a nation-wide fight for States' FEPC and a federal Fair Employment Practice law.

18. Election of member to International Executive Board.

Brother Randolph suggested that a member of the Board be selected to replace Brother Yates. He nominated Brother B. F. McLaurin. He outlined Brother McLaurin's qualifications and stressed the position that McLaurin has earned the right to a place on the Board.

There followed an extensive and general discussion of this matter. The discussion centered around the fact that we have expressed the intention of gradual reduction of the International structure in the interest of economy, further the Constitutional provisions that the Board should be composed of 6 officers and of 7 lay members, including one layman from the Pacific Coast.

Brother Smith submitted the name of Brother H. D. Hopkins of the Cleveland Division and argued that since the vacancy occurred in his zone, a man from that Zone should be selected. The chairman pointed out that only the President can submit a man for a vacancy and ruled that Brother Smith's nomination could not be acted upon.

Brother Webster objected to McLaurin on the basis that he has not gained the necessary experience and knowledge of the Brotherhood itself to be placed on the Board.

Brother Randolph withdrew the nomination of Brother McLaurin.

Brother Randolph then nominated Brother W. C. Isaacs, Jr as a member of the Board. Brother Isaacs is a member of the Los Angeles Division. Isaacs was unanimously approved.

19. Problem of check off.

Brother Randolph suggested that we investigate the desireability of adopting a check-off system. By common consent it was ordered that Zone Supervisors check with railroads with whom we have agreements to determine the costs, etc. and report to the next Board meeting.

20. Proposed merger of Seaboard Airline and Atlantic Coast Lines Railroads.

Brother Smith of the Atlantic Coast Line acquainted the Board with the fact that his road and the Seaboard are preparing to merge and that this may cause a serious representation problem. A motion was carried authorizing International President Randolph to look into this matter with the view of protecting our ACL membership and possibly taking over the Seaboard representation.

21. Train porter and attendant question on Atlantic Coast Line.

Brother C. Smith said the Atlantic Coast Line, some years ago, employed Chair Car Attendants and has since displaced some Train porters and kept Chair Car Attendants. Conferences have been held. No results. Attendants have been assigned to Train Porter work. A motion was carried to continue efforts to secure equitable treatment of both Train porters and Attendants.

22. Interpretation of Constitution in reference to payment of Annual Tax.

Brother Dellums pointed out the fact that the New York Zone does not require members to pay assessments unless they work 6 months or more in a year. The Board directed that the International President correct this matter at once by sending out a letter to all locals concerned.

23. Brotherhood endorsement of merchandise.

Brother Dellums told the Board about a situation at New York in which the Brotherhood endorsed a merchandising plan. Brother Randolph explained how the matter came about. He has had a good talk with Brother McLaurin about the matter and has a clear understanding with him that this sort of thing is not to happen again. A motion was carried instructing the International President to talk with Brother McLaurin again with the view of thoroughly impressing him with the fact that he must observe Brotherhood policies.

24. Air Waite.

Brother Randolph advised that it appears that the company sponsoring this idea for providing accommodations at airports were not successful in raising sufficient capital.

25. L & N train porter situation.

Brother Garran advised that he has been in contact with some L. & N. chair car porters who want to return to the Brotherhood. The Board went on record directing the Eastern Zone Supervisor to look into the possibility of getting these men back into the Brotherhood.

26. Per Diem.

Brother Garran withdrew this item from the agenda.

27. Consideration of recognition of payment of joining fees by C. P. R. and C. N. R. porters through six months' accumulation check off of dues retroactive to January 1, 1957.

It was agreed that Brother Blanchette will draw up a resolution effecting this idea and bring to next meeting.

28. Question of change in fractional determination of the minimum number of men in a regular assignment on the Canadian Pacific Railroad.

It was agreed that the Board authorize the Canadian International Representative to attempt to re-negotiate the CPR agreement to provide that in Article 5 of that agreement a fraction of .5 or more shall be considered a whole.

29. Authorization by the Board to remove from our reports the defunct account of the New Jersey Title Guarantee and Trust Company.

The Board authorized the writing off of the balance now shown in the New Jersey Title Guarantee and Trust Company. This because we were formally advised some years ago that we cannot recover any additional funds from this account.

The second session of the May, 1959, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:45 P. M., May 5, 1959, to reconvene at 10:00 A. M. on May 6, 1959.

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May 6, 1959

The third session of the May, 1959, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board room of the Chicago Zone Headquarters at 10:20 A . M. on Wednesday, May 6, 1959

A quorum being present, opening formalities were omitted and the Board proceeded with its business as follows:

30. Chicago, Rock Island and Pacific situation.

Brother Webster acquainted the Board with the developments on the Rock Island which took over sleeping cars operating on their property exclusively. The present rate of pay is below that of Pullman. He discussed some of the problems incidental to negotiations. The Board went on record supporting the program described.

At this point the Board decided to hear and act on the report of the Finance Committee. Each member of the Board was given a copy of written report.

REPORT OF FINANCE COMMITTEE TO THE INTERNATIONAL EXECUTIVE BOARD

The Finance Committee, following the instructions received from the last Board meeting to the effect that only one member of the Committee go to New York for the purpose of looking over the accounts, etc., selected Brother T. D. McNeal to make the trip to perform this work prior to the current meeting of the Board. Prior to going to the New York Office, Brother McNeal contacted the other members of the Finance Committee, asking if the other Committee members had any specific matters they wanted him to check while in the International Office. A number of suggestions were received from the Committee pointing up specific areas to be checked. On the basis of study by individual Committee members of the month to month financial records and Brother McNeal's report to the Committee on his findings, the Finance Committee begs leave to submit the following report and recommendations to the Board:

THE B. F. McLAURIN LOAN The records showed that Brother McLaurin borrowed $280.00 several years ago. The records currently indicate that Brother McLaurin paid $80.00 of this loan on February 1, 1958, and another $50.00 in May of 1958. The current balance is therefore $150.00. The Committee recommends that this balance be called to Brother McLaurin's attention.

The recommendation of the Committee was adopted.

THE THEODORE BROWN LOAN Some years ago Brother Theodore Brown borrowed $550.00. An examination of the records in the New York Office on Friday, May 1st, disclosed that no payment had been made on this loan up to that date. However, since reaching Chicago, the Committee has been advised by Brother Totten that Brother Brown paid $150.00 on this loan after Brother McNeal had left the International Office on May 1st. In view of the time that this loan has been outstanding and the circumstances under which it was made, the Committee recommends that this balance be called to Brother Brown's attention, and that he be urged to pay same forthwith.

The recomendation of the Committee was adopted.

LOAN TO BOSTON LOCAL Quite sometime ago the Boston Local was loaned $300.00 by the International Organization. Upon the direction of the Committee, Brother McNeal sought to examine the financial reports of the Boston Division for the purpose of determining whether or not Boston is financially able to repay a part or all of this loan. Brother McNeal reported to the Committee that he could not determine the ability of this Local to repay the loan in question because the Boston Local is not being required to submit the usual monthly financial report to the International Office. The Committee recommends that the Zone Supervisor of the Eastern Zone be instructed to see that every local submits monthly financial reports.

The recommendation of the Committee was adopted.

LOAN TO LADIES AUXILIARY The Ladies Auxiliary of the Brotherhood of Sleeping Car Porters borrowed $200.00 from the International Organization sometime ago. An examination of the records in the International Office indicates that the Auxiliary also owes the International Organization $100.00 for an audit of its books and undetermined amount for printing. In view of the fact that the Auxiliary has some $2,000.00 or more in its International Treasury, the Committee recommends that the amount owed the International Organization be transferred from the Auxiliary's account to the treasury of the Brotherhood.

The recommendation of the Committee was adopted.

DISCONTINUED LOCALS An examination of the records in the International Office indicated that when the Little Rock, Oaklahoma City, Chattanooga, and Augusta Locals were closed, no accounting was made to the International Office for the cash and other properties of these Locals. The Oklahoma City Local, according to the records in the International Office, did submit a final report showing twenty some odd dollars closing costs and $70.00 balance. However, the cash apparently was not sent in with the report. Augusta is reported to have given two big parties in order to dispose of the cash on hand. In view of the Constitutional requirements in such cases, the Committee recommends that the Zone Supervisors involved be instructed to clear up these situations, and that all Zone Supervisors be alerted to properly instruct Local officials who may be in such situations in the future.

The recommendation of the Committee was adopted.

CANADIAN CHECKS The International records show that none of our checks written on our Canadian bank account are returned to the Organization. We, therefore, have no way of adequately reviewing such transactions. The Committee therefore recommends that the Board direct that our Canadian funds be placed in an account where cancelled checks will be returned to the Organization regularly.

The recommendation of the Committee was adopted.

INTERNATIONAL OPERATING ACCOUNT An examination of the bank statements, etc., disclose the fact that our operating account in the Manufacturer's Trust Company was overdrawn by more than $200.00 on March 18, 1959. This condition was caused by our expenses exceeding our income and our failure to transfer money to this account in a timely manner. This condition was temporarily corrected on March 21, 1959 through the transfer of $10,000 from our Canadian bank account. After the exchange from Canadian to United States currency, this deposit amounted to $10,312.02.

The Committee feels that such overdrawing should be avoided by timely transfer of funds to this operating account in accordance with the recommendation of the Finance Committee adopted by the Board sometime ago. This recommendation contemplated that we would keep about two month's operating expenses in this account.

Within the next month or two we will again be overdrawn unless a transfer of funds is executed. In order that we may have adequate operating funds for the period between now and the time that the bulk of the 1959 assessments are paid, the Committee recommends that the International Secretary be directed to redeem Series J Bonds we now hold in the face value amount of $35,000.00, for which we paid $25,200.00 in 1953 and which are now worth $28,420.00.

The recommendation of the Committee was adopted.

OVERAGE PAID IN PER DIEM At the direction of the Committee, Brother McNeal conducted a thorough examination of the travel vouchers submitted by officers and employes of the International Organization. This investigation disclosed the fact that several of the Brotherhood officers and employes are in violation of the Board's regulations on the subject of per diem for travelling. This violation apparently is of the nature of these officers and employes claiming $20.00 per diem for the day on which they return home from a trip. The Committee had exact copies of these vouchers made up and is herewith presenting them to the International Executive Board for its examination.

In view of the fact that these extra days of per diem were drawn in violation of the Board's regulations, the Committee recommends that those involved be required to refund the amounts drawn in excess of what is permitted by the rules. The Committee further recommends that the International Secretary-Treasurer be instructed to carefully examine every voucher submitted by officers and employes to determine if the proper number of days of per diem are being requested and to issue checks only for the correct number of days as shown by such vouchers.

After extended discussion, the Committee's recommendation was rejected and a motion was carried, 8 to 3, to forgive these overages with the understanding that the rule will be rigidly enforced in the future. Brothers Dellums, Webster and McNeal requested that the record show they voted against the motion.

TRAVEL FOR NEW YORK DIVISION The Committee's study indicated, in the opinion of the Committee, that the International Organization is still paying for travelling which should be financed by the New York Local Division. Such travelling has to do with matters affecting only the New York Local. An example of this is a recent trip made by William H. Bowe to Albany in connection with state legislation affecting members of the New York Division. Following a discussion of this particular trip with Secretary-Treasurer Totten and Executive Board Chairman Bowe of the New York Division, it was agreed that the cost of this trip ($44.00) should be refunded to the International Organization. The Committee recommends that both the International President and the International Secretary-Treasurer carefully look into the purpose of such trips and require the New York Local in the first instance to bear the expenses where it is clear that the purpose of the trip is local in nature.

The recommendation of the Committee was adopted.

THE GROWING DEFICIT AT LOS ANGELES The Committee's study of the records indicates that between January, 1958 and December, 1958, The Los Angeles Division operated at a deficit of some $1,300.00, and that this deficit is being currently financed through the Local sending in late reports to the International Office. In view of the nature of this situation the Committee is calling this to the attention of the Board with the following recommendation:

(1) The Committee recommends that the International advance to the Los Angeles Local an amount sufficient to write off the current deficit after it has been determined by the Zone Supervisor.

(2) The Committee recommends that the Zone Supervisor be directed and authorized to work out some permanent solution to this problem whereby the International Organization will not be required to underwrite the Los Angeles Division in the future.

The recommendations of the Committee were adopted.

Fraternally submitted

FINANCE COMMITTEE

M. P. Webster, Chairman
Ashley L. Totten)
C. L. Dellums (Members
A. R. Dailey)
T. D. McNeal, Secretary.

The report of the Finance Committee as a whole, as amended, was adopted.

31. The new Labor Law.

There was a discussion of the labor law pending in the Congress led by Brother Webster who pointed out some of the dangerous provisions of the proposed Act in its present form.

32. Santa Fe Train Porters case.

Brother Webster brought the Board up to date on the present status of the Santa Fe train porters case. The Board went on record approving the manner in which the case is being handled.

33. Benjamin F. Morris case.

Brother Webster explained the facts and the Court's adverse decision in this Union Shop suit. The Board held that the Organization is duty bound to follow through on the necessary appeals of this case.

34. R. W. Patterson case of Toronto, Canada.

Brother Webster explained that this is a case in which the Adjustment Board decided in favor of this Brother being restored to his job and The Pullman Company refused to put the Award into effect on the ground that the Board has no jurisdiction on matters in Canada. It was decided that this matter is to be carried into United States Courts.

35. Pullman's current attempt in hearings to cross examine accused members before direct examination by Brotherhood representatives.

Brother McNeal acquainted the Board with the fact that The Pullman Company's Industrial Relations Department is currently trying to change the whole pattern of holding hearings under the Pullman agreement by insisting on questioning accused porters themselves before the accused man is questioned by the Brotherhood representative and before his side of the evidence is presented. A motion was carried directing Brothers Randolph and Webster to discuss this matter with the Pullman General Office with the view of seeking an amicable solution. Failing such solution, instructions are to be sent out advising everyone how to uniformly meet and cope with this situation.

36. Current efforts of the American Association of Railways to poison the Negro public mind against railroad unions.

Brother McNeal acquainted the Board with the fact that the Association of American Railroads recently invited leading St. Louis Negro business and professional men to a cocktail party and dinner where they were exposed to a barrage of expertly handled propaganda designed to enlist their sympathies behind the coming effort of the railroads to cut wages and to eliminate so-called featherbed rules from union agreements. He stated that the Urban League of St.

Louis appeared to have been involved in the promotion of the St. Louis affair and that it was a part of a national effort.

By common consent it was agreed that each member of the Board would be on the alert in this matter and report to Brother Randolph on any such effort in his area.

37. Status of effort to restore original coverage under Pullman group insurance.

Brother McNeal requested information on the status of this matter. It was brought out that it is still pending in Court.

38. Fort Worth and Denver and the Colorado Southern situation.

Brother McNeal told the Board of the joint negotiations with the Colorado and Southern and the Fort Worth and Denver Railways on the matter of revising their dining car employes' agreements. These negotiations were progressed at Denver in February and March of this year. He stated that tentative agreement had been reached with both roads on most of the important rules but that both roads refused to sign agreements which would eliminate their present use of porter-waiters. The Colorado and Southern agreement has had this classification in its scope rule for about 10 years. Brother McNeal expressed the feeling that this provision cannot be removed by any means short of a successful strike by the 14 men involved. On the Fort Worth and Denver, the classification is not written into the scope rule---but, during the last several years the representatives of the Dining Car Employes union have signed several memorandums and letter agreements which have the same effect.

Brother McNeal went on to point out to the Board that there is now pending before the 4th Division of the Adjustment Board a claim based on our Fort Worth and Denver Coach Porters' Agreement through which we hope to stop the Fort Worth and Denver from using such hyphenated classification of workers at less than the porters' rate of pay. He stated that if this case is won, he feels we should hold firm against the present practice on the Fort Worth and Denver---but if we lose that case, we will have no basis on which we can successfully continue this fight, and that, in the latter event, he feels it is mandatory that we re-appraise our policy on this subject. In the meantime, he said, the dining car employes represented by us on these properties are cooperating beautifully by willingly continuing to work under their present rotten agreements until our case before the 4th Division has been decided. This, because we have recessed our negotiations with these two roads until the 4th Division decision is rendered.

39. The Pullman conductors' case against the New York Central.

Brother Randolph stated that our lawyer will be the representative of the Pullman conductors before the National Mediation Board in their case against the New York Central. The Board agreed this is okay.

40. Convention.

There was a discussion of the coming convention. An effort will be made to secure George Meany or Walter Reuther as the principal speaker.

The Board decided that its next meeting will be held at Chicago beginning on September 4, 1959.

There being no further business, the May, 1959, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicagp, Illinois, May 4-6, 1959, adjourned at 1:30 P. M., May 6, 1959.

Fraternally submitted

Milton P. Webster, Chairman
T. D. McNeal
T. D. McNeal, Secretary

SEPTEMBER, 1959

MINUTES OF SEPTEMBER, 1959, PRE-CONVENTION MEETING
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
September 4-6, 1959

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September 4, 1959

The first session of the September, 1959, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, in Chicago, Illinois, at 1 P.M. on Friday, September 4, 1959.

The meeting was called to order by Board Chairman Milton P. Webster. Prayer was led by the Chairman.

The roll was called by Board Secretary McNeal and the following members answered present:

A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
Milton P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
A.R. Blanchette
A. R. Dailey
G. C. Garran
W. C. Isaacs
James A. Martin
Clement Smith
T. D. McNeal, 4th International Vice President

Brother Frank Boyd was absent on account of being seriously ill.

Minutes of the May, 1959, meeting of the Board were unanimously approved.

The Board then proceeded to adopt the following agenda:

AGENDA

1. Dues increase and allocation.
2. Requested conference from the Joint Council of Dining Car Employees.
3. Resolution regarding payment of joining fees for CPR and NAR Porters.

4. Clarification of Article XVI of the Constitution dealing with members out of active service for six months.

5. Clarification of dues and assessment payments of C&O Porters.

5a Nine month periods between meetings of International Executive Board.

5b Proposed revision of the Seventh Paragraph of Article XVI.

5c Proposed revision of the First Paragraph of Article 5 of the Rules and Regulations for Local Divisions.

6. Adjustment of the Los Angeles situation.

7. Clarification of Annual Tax payment by delinquents.

8. Clarification of pension for the widow of E. J. Bradley.

9. Recommendation tothe International Executive Board from the Executive Board of the Chicago Division.

10. R. W. Patterson case of Toronto.

11. The Santa Fe Train Porters' case.

12. Recent Chicago Division election.

13. B. F. Morris Union Shop Case in Kansas City.

14. Report of the International Executive Board to be made to the Convention.

15. Increased Per Diem for Conventions.

16. Change of date of Convention.

17. Donation to N. A. A. C. P.

The Board then proceeded to discuss and dispose of items on the agenda as follows:

1. Dues Increase and Allocation.

Brother Randolph withdrew this item from the agenda.

2. Request for Conference From Joint Council of Dining Car Employes.

Brother Randolph read a letter dated August 24, 1959, from Richard Smith, International Vice President of the Hotel and Restaurant Employes International Union requesting a conference between a Committee which has been set up by the Joint Council of Dining Car Employes and a similar Committee from the Brotherhood of Sleeping Car Porters for the stated purpose of seeking to clear up existing differences between representatives of the Joint Council and the B. S. C. P. Brother Randolph said that he favored such a conference, even thought it may not be successful. He said that the Brotherhood has a moral obligation to meet and discuss this matter as requested.

Brother Randolph offered a motion that the Board set up a Committee to confer with the Committee representing the Joint Council on mutual problems. The motion was seconded by Brother Martin. There was extended discussion of this matter by Brothers Bennie Smith, Totten, Garran, Dailey, C. Smith, Dellums, Randolph, McNeal and Webster.

Brother Webster pointed out the fact that the Joint Council, at this time, has in Federal Court at Washington a suit seeking to set aside the recent election among sleeping car employes of the New York Central and that they are still putting out vicious literature against the Brotherhood of Sleeping Car Porters.

Brother McNeal offered an amendment to Brother Randolph's motion on this matter adding the words " with the understanding that no committment will be made by our Committee without prior approval by the International Executive Board".

The amendment to the motion was passed by a vote of 10 to 2. The amended motion was then passed by a vote of 11 to 1. Brother Webster, who voted against the motion, advised the Board that he would write up and submit to the Board a statement covering his opposition to this step. No objection was expressed.

3. Resolution Regarding Payment of Joining Fees by C. P. R. and N. A. R. Porters.

In compliance with directions given him at a previous Board meeting, Brother Blanchette submitted the following resolution for the Board's consideration:

PAYMENT OF CPR AND NAR PORTERS' JOINING FEES

Resolution (e) - Submitted by International Executive Board.

WHEREAS, Porters employed by the CPR Company and the NAR Company are required to pay their monthly dues under a check-off system which was put into effect in 1953, at which time manyof these Porters, and those employed since, were not members of the Brotherhood, and, though their dues were checked off up to December 1956, had never paid their Joining Fees; and

WHEREAS, All of the dues checked off from these non-members had been sent to the International Secretary-Treasurer in New York by the respective carriers, and listed as fees; and

WHEREAS, The Second Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in St. Louis, Missouri, September, 1956, did go on record as recognizing the money checked off from these non-members up to and including December, 1956, as payment of the Joining Fees and taxes of the CPR and NAR men up to January 1, 1957; and

WHEREAS, A large number of the Porters, who have been employed by the CPR Company and the NAR Company since and after January 1, 1957, have not paid their Joining Fees into the Brotherhood though dues were, and still are, checked off; and

WHEREAS, All of the dues checked off from these non-members have been sent to the International and, similarly, listed as fees; therefore

BE IT RESOLVED, That this Third Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Chicago, Illinois, September, 1959, go on record as recognizing the money checked off from these non-members up to and including December, 1959, as payment of the Joining Fees of the CPR and NAR men upto January 1, 1960; and

BE IT FURTHER RESOLVED, That this Third Triennial Convention of the Brotherhood of Sleeping Car Porters, assembled in Chicago, Illinois, September, 1959, also go on record, where Porters employed by the CPR Company and the NAR Company on, and after, January 1, 1960, do not pay their Joining Fees into the Organization, as recognizing their payment of said Joining Fees through the Brotherhood's receipt of five months cumulative check-off of their dues, which shall not be subject to allocation.

The Board unanimously approved submitting the foregoing resolution to the International Convention.

4. Clarification of Article XVI of the Constitution Dealing With Members Out of Active Service for Six Months.

A motion was offered by Brother Blanchette that a Committee be appointed to draft a proposed revision of Article XVI, Paragraph 6 of the Constitution. The motion carried and Brothers Blanchette, Dellums and Martin were appointed to this Committee.

The first session of the September, 1959, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:45 P. M., Friday, September 4, 1959, to reconvene at 12:30 P. M. on Saturday, September 5, 1959.

September 5, 1959

The second session of the September, 1959, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, Chicago, Illinois at 12:40 P. M. on Saturday, September 5, 1959.

Board Chairman Milton P. Webster called the meeting to order and led the Board in prayer. The roll call showed all members present except Brother Frank Boyd who was absent on account of illness.

The Committee appointed to bring in a proposed revision of Paragraph 6 of Article XVI of the Constitution submitted the following resolution for the consideration of the Board:

REVISION OF ARTICLE XVI, PARAGRAPH 6, OF THE CONSTITUTION

Resolution (b) - Submitted by International Executive Board.

WHEREAS , The existing wording of the Sixth Paragraph of Article XVI of the Constitution (Page 24 of current edition) has been misinterpreted and mis-applied in a number of instances; and

WHEREAS, A clearer wording of the intent of this provision would be helpful to all Local Officers; therefore

BE IT RESOLVED, That this Third Triennial Convention of the Brotherhood of Sleeping Car Porters revise the Six Paragraph of Article XVI of the International Constitution to read as follows: "Retired members shall be exempt from the payment of dues and assessments. Members out of active service, except on leave of absence, for six consecutive months shall have voice but no vote in division affairs. This shall not apply to members holding office at the time of its original adoption (September 13, 1956)."

The Board unanimously agreed to submit the foregoing resolution to the International Convention.

5. Clarification of dues and assessment payments of C & O Porters.

Brother Totten advised the Board that, some years ago, Brother Patterson entered into a gentleman's agreement with the C. and O. railroad to the effect that men under our agreement on that property who earned less than $75.00 in any month would not be required to pay dues and assessment through the check-off. This, he said, has created a problem for his office.

It was agreed by common consent that the Board would hold this matter in abeyance until further information on the subject was secured from Brother Payne of the C. and O. by Brothers Totten and McNeal.

5a. Proposed Revision of the Sixth Paragraph of Article X of the Constitution.

Brother Dellums urged the Board to further cut down on operating expenses by holding meetings of the Board at nine month intervals. After some discussion, Brother Dellums offered a motion that the Board recommend that the International Convention effect this change through the adoption of the following resolution:

REVISION OF ARTICLE X, SIXTH PARAGRAPH, OF CONSTITUTION

Resolution (a) - Submitted by International Executive Board.

WHEREAS, It is imperative that the funds of the International Organization be conserved in every reasonable manner; and

WHEREAS, The International Executive Board feels from its experience that its duties can be efficiently and properly handled through meeting at nine month intervals; therefore

BE IT RESOLVED, That this Third Triennial Convention of the Brotherhood of Sleeping Car Porters revise the Sixth paragraph of Article X of the International Constitution (Page 15 of current edition) to read as follows:

> "The members of the Board shall meet in person at nine month intervals between Conventions, and as soon after their election as possible, a practical method of communicating with each other by correspondence on all important matters pertaining tothe Organization that come within the cognizance of the Board shall be worked out."

The motion to submit and recommend the adoption of the foregoing resolution to the International Convention carried by a vote of 11 to 1. Brother Garran requested that the minutes show that he voted against this motion.

5b. Proposed Revision of the Seventh Paragraph of Article XVI of the Constitution.

The Board discussed, at some length, the fact that in many Locals there are a number of members who take unfair advantage of the extremely liberal provision of the Seventh Paragraph of Article XVI of the Constitution by remaining three months in arrears in dues month after month and, in many cases, year after year.

A motion was unanimously carried directing the Board Secretary to draw up a resolution to be presented to the International Convention recommending that this paragraph be tightened up to provide for termination of membership when a member becomes more than two months in arrears in dues. The Secretary drew up the following resolution:

REVISION OF ARTICLE XVI, SEVENTH PARAGRAPH, OF THE CONSTITUTION

Resolution (c) - Submitted by International Executive Board.

WHEREAS, The present Constitutional provision terminating membership only after arrearage of four (4) months' dues is causing the Organization to lose thousands of dollars in income; therefore

BE IT RESOLVED, That this Third Triennial Convention of the Brotherhood of Sleeping Car Porters revise the Seventh Paragraph of Article XVI of the International Constitution (Page 25 of the current edition) to read as follows:

> "Membership is terminated when a member becomes more than two (2) months in arrears in dues or indebted to the Organization for an amount in excess of two (2) months' dues. A vote of the local division will not be required for such termination. A member's dues card shall be deemed sufficient notice of arrears and no further notice shall be required from the Division Secretary."

A motion to submit and recommend the adoption of the foregoing resolution to the International Convention carried by a unanimous vote.

5c. Proposed Revision of the First Paragraph of Article V of the Rules and Regulations For Local Divisions.

Brother McNeal called the attention of the Board to the fact that the First Paragraph of Article V of the Rules and Regulations For Local Divisions has been inconsistent with the provisions of the Seventh Paragraph of Article XVI of the International Constitution since the last constitutional revision by virtue of the fact that it does not take into consideration arrearages in annual assessments. He offered a motion that the Board submit and recommend the adoption of the following resolution to the International Convention:

REVISION OF ARTICLE V, FIRST PARAGRAPH, OF THE RULES AND REGULATIONS FOR LOCAL DIVISIONS.

Resolution (d) - Submitted by International Executive Board.

WHEREAS, The definition of the term "continuously financial" as set forth in the last sentence of the First Paragraph of Article V of the Rules and Regulations For Local Divisions (Page 34 of current edition) is inconsistent with the provision of the Seventh Paragraph of Article XVI of the International Constitution; therefore

BE IT RESOLVED, That this Third Triennial Convention of the Brotherhood of Sleeping Car Porters revise the First Paragraph of Article V of the Rules and Regulations for Local Divisions to read as follows:

> "The officers shall be a President, a Vice-President, a Secretary-Treasurer, an Executive Board with a minimum of five and a maximum of nine members, elective, a Chaplain, a Sentinel and a Porter, appointive; the appointive officers shall be appointed by the President-elect prior to installation and they shall be installed with the elective officers. No member shall be eligible to hold office in any local division, or membership on the Local Executive Board, Auditing or Grievance Committee who shall not have been continuously financial for at least three years preceding elections except where new divisions are established. Continuously financial shall be defined as never being in arrears exceeding two (2) months' dues or being indebted to the Organization for an amount in excess of two (2) months' dues during the three years immediately preceding elections."

6. Adjustment of the Los Angeles Financial Situation.

Brother Totten discussed details of the Los Angeles financial situation. Brother Randolph offered a motion that the Los Angeles financial situation be left in the hands of Zone Supervisor Dellums and that Brother Dellums be instructed to use every effort to bring the expenses of that Division within its income, as nearly as it is possible. The motion was seconded by Brother Dellums. There was a lengthy discussion of this problem. The motion carried.

The second session of the September 1959, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:05 P. M., September 5, 1959, to reconvene at 10:00 A. M. Sunday, September 6, 1959.

September 6, 1959

The third session of the September, 1959, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Division Headquarters, Chicago, Illinois, at 10:20 A. M. on Sunday, September 6, 1959. Board Chairman Milton P. Webster called the meeting to order and led the Board in prayer.

The roll call showed all members of the International Executive Board present, except Brother Frank Boyd, who was absent account of illness.

The Board resumed its work by taking up item #7 of its agenda.

7. Clarification of Annual Tax Payment by Delinquents.

Brother McNeal informed the Board that, incidental to his participation in joint meetings of the membership of four Brotherhood Locals living in El Paso, he was questioned by officers and members of the Southern Pacific Chair Car Porters Local (Pacific Coast Zone jurisdiction) concerning the fact that the Southern Pacific Local requires delinquent members to pay the annual assessment prior to August 31st, while members of the other three Locals are not required to do so. Brother McNeal stated that his investigation of this matter disclosed that the Pacific Coast Zone was most probably doing this on the basis of a general letter gotten out by International Secretary-Treasurer Totten some years ago, and which had been interpreted differently by other Zones.

There was a general discussion of this matter by the Board. A motion was passed by the Board directing that the collection of the annual assessment be handled, in all Zones and Division, in strict accordance with the constitutional provision, which makes the annual assessment an obligation due from January 1st of each year, but compels the membership in the United States to pay it not later than August 31st of each year, or have it counted as an arrearage.

The International President was directed by the Board to send out a bulletin to all Divisions clearing up this matter, in accordance with the directions of the Board as set forth above.

8. Clarification of pension for the widow of E. J. Bradley.

Brother McNeal asked the Board to clarify the matter of the amount of pension due the widow of Brother E. J. Bradley under the provisions of the resolution passed by the 1953 Convention providing for pensions for the founding officers and their wives. This led to a general and full discussion of the intent of the Board in this matter as related to the wording of the resolution adopted by 1953 Convention.

The Board, by common consent, then directed its Secretary to draw up and submit to it a resolution designed to clear up the matter of which widows shall benefit from the plan; how much they shall be paid; the conditions under which such payments will be made and eliminating any payments to estates of deceased founding officers. The Secretary of the Board presented the following proposed resolution for the consideration of the Board:

REVISION OF PENSION PLAN FOR FOUNDING INTERNATIONAL OFFICERS.

Resolution (f) - Submitted by International Executive Board

WHEREAS, The first Trienniel Convention of the Brotherhood of Sleeping Car Porters, convened in Los Angeles in October, 1953, in recognition of the many years of sacrifice and suffering, with little or no compensation, on the part of the founding International Officers and their wives; set up a pension plan to provide these pioneers with some degree of security during their declining years; and

WHEREAS, The entire purpose of the International Executive Board in recommending this pension plan to the Los Angeles Convention was to provide this protection to our original officers and the wives who stood by their sides during our dark days; and

WHEREAS , Study by the Board of the context of the resolution passed on this subject by the First Triennial Convention, convinces the Board that certain revisions should be made in the interest of assuring that the plan will more exactly accomplish its purpose; therefore

BE IT RESOLVED, That this Third Triennial Convention of the Brotherhood of Sleeping Car Porters go on record as ratifying and endorsing the following revision of the Second Paragraph of the Resolution on this subject passed by the First Triennial Convention (as shown at the top, right of Page 202 of the proceedings of that Convention) to read as follows:

> "In the event of the death of either of the above-mentioned officers prior to the beginning or completion of the payment of the three years salary provided for in the foregoing paragraph, such payments shall be made to the widow monthly until completed and thereafter the widow shall be paid $100 per month for life. All payments provided for widows in this paragraph shall cease if she remarries. The term 'widow' as used in this resolution is defined to mean the spouses to whom the mentioned officers were married on the date of the adoption of the original resolution, which was October 9, 1953."

By unanimous vote the Board agreed to submit and recommend the adoption of the foregoing resolution to the International Convention.

9. Recommendation to the International Executive Board from the Executive Board of the Chicago Division.

Brother Milton P. Webster presented the following memorandum from the Local Executive Board of the Chicago Division:

RECOMMENDATION TO THE INTERNATIONAL EXECUTIVE BOARD FROM THE EXECUTIVE BOARD OF THE CHICAGO DIVISION.

In a meeting of the Executive Board of the Chicago Division held at the Chicago Division Headquarters on August 29, 1959, the Executive Board directed that this memorandum be submitted to the International Executive Board:

During the past several months the President of the Chicago Division has taken up with the membership of the Chicago Division the question of raising the dues to meet the reduced income brought about because of the furloughing of men and the general reduction of business on the railroads. It was pointed out to the members that the Brotherhood's International financial structure was strong, and up to the present time, while there were several relatively minor deficits, the structure as a whole had not been weakened.

The President further pointed out that one of the best weapons that this Organization has in bargaining for wages and working conditions, as well as in presenting grievances and claims of its members before the various boards, is the fact that it has a strong financial structure.

The President further pointed out that in view of the fact that the reduced income of the Organization, as a result of the reduction in personnel of its membership, may continue in the immediate future and bring about additional reductions in income, and in view of the fact that the activities of the Organization are just as wide spread now as they were in previous years, and with the approach of the efforts of the railroads particularly and employers generally to weaken the structure of all labor unions, it is incumbent upon this Organization to take steps to prevent any weakening of its financial structure.

The President further pointed out that in the twenty years prior to the recognition of the Brotherhood, the wages of its members were raised $52.00 per month in twenty years. In the twenty-two years since the recognition of the Brotherhood, the wages of the Pullman porter has been raised over $300 per month in twenty-two years, and that does not include such fringe benefits as vacations with pay and welfare benefits.

It was also pointed out that in the last five years, the income of the porters has increased over $100 per month, and during that same period, the porter has not been called upon to make any additional contribution to the Organization. His dues and taxes have been $58.00 per year.

It was further pointed out that it is a well known fact that everything that everybody buys, including the Brotherhood, costs more than it did five years ago, and in the light of these conditions, the only logical solution that could be recommended to the membership was that the Organization increase its income by calling upon the members to make an additional contribution to the Organization in the form of additional dues.

In some twenty or twenty-five meetings, which were attended by members of the Chicago Division -- some meetings were as small as 25 men and others as large as 150 men -- these matters were thoroughly discussed, and the consensus of opinion of the bulk of the members present was that in recognition of these basic principles an increase in dues was the only logical thing that could be done to keep our financial structure from weakening.

In the July business meeting of the Chicago Division a motion was unanimously passed that the delegates from the Chicago Division support the International Executive Board in whatever recommendations were made to the International Convention on the question of increasing the dues.

The Executive Board of the Chicago Division wishes to submit this recommendation to the International Executive Board as an expression of by far the bulk of the members of the Chicago Division.

Respectively submitted,

BROTHERHOOD OF SLEEPING CAR PORTERS
CHICAGO DIVISION EXECUTIVE BOARD

William F. Martin, Chairman
U. C. Crowder
Manuel Kyle
Clarence H. Scott
L. L. McDonald
C. E. Samonte
A. J. Weems
William Northrip
William L.Hickey

A motion was carried, by unanimous vote, to make the foregoing a part of the permanent record of the International Executive Board.

10. R. W. Patterson case of Toronto.

Brother Webster reviewed the facts involved in the case of Brother Patterson of Toronto. The Board unanimously went on record approving the proposed settlement of this case as described by Brother Webster.

11. The Santa Fe Train Porters' case.

Brother Webster reviewed the facts in the case of the Santa Fe train porters in which the organization seeks to protect the jobs of these members. The Board, by unanimous vote, directed that this case be followed through.

12. Recent Chicago Division election.

Brother Webster told the Board about the efforts of a former Brotherhood employe, during the recent Division election, to create the impression that something is radically wrong with the Chicago Division. He urged that all the officers watch for and be prepared to combat such unhealthy influences within the organization.

13. B. F. Morris Union Shop Case in Kansas City.

Brother Webster reviewed the facts involved in the law suit of B. F. Morris against the Brotherhood. The Court of original jurisdiction in this matter rendered a judgement of $11,500 against the Brotherhood. The decision is being appealed and Bro. Webster advised the Board that our lawyer is confident of winning the final decision.

14. Report of the International Executive Board to be made to the Convention.

Each member of the Board had previously been furnished a copy of the report the body was to make to the International Convention, with sufficient time to study same. A motion was unanimously carried approving this report, with necessary corrections.

15. Increased Per Diem for Conventions.

A motion was carried by a vote of 11 to 0 to make no recommendation on this subject.

16. To Change Date of Conventions.

Brother Clement Smith suggested that the Board recommend to the International Convention that the date for holding Conventions be changed to the latter part of August. He suggested that more members and their wives would then be able to attend conventions. The Board decided to make no recommendation on this matter to the 1959 Convention and, at the same time, invited interested Brothers to survey their areas to determine how many additional members would attend if the suggested change were made.

17. Donations to the N. A. A. C. P.

Brother Randolph moved that the Brotherhood make a donation of $1000.00 to the N. A. A. C. P. The motion was seconded by Brother Garran. The motion passed by a unanimous vote.

Brother W. C. Isaacs was formally welcomes as a member of the International Executive Board.

The Board stood in silence for one minute in memory of Brothers Henry Yates and E. J. Bradley, deceased.

There being no further business, the September, 1959, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, September 4-6,1959, adjourned at 2:50 P. M., September 6, 1959.

Fraternally submitted

Milton P. Webster, Chairman.
T. D. McNeal
T. D. McNeal, Secretary

TDM/op

Minutes of September, 1959, Post-Convention Meeting
of the
International Executive Board
Brotherhood of Sleeping Car Porters
held at
Chicago, Illinois
September 11, 1959

The post-Convention session of the International Executive Board of the Brotherhood of Sleeping Car Porters was held on Friday, September 11, 1959, in the Board Room of the Chicago Division Headquarters.

The following Board members were present: A. Philip Randolph, International President; Ashley L. Totten, International Secretary-Treasurer; Milton P. Webster, 1st International Vice President; Bennie Smith 2nd International Vice President; C. L. Dellums, 3rd International Vice President; A. R. Blanchette, A. R. Dailey, G. C. Garran, W. C. Isaac, James A. Martin, Clement Smith, T. D. McNeal, 4th International Vice President. Brother Frank Boyd was absent on account of being seriously ill.

Brother Milton P. Webster was elected Chairman of the International Executive Board by a unanimous vote.

Brother T. D. McNeal was elected Secretary of the International Executive Board by a unanimous vote.

International President Randolph, with the approval of the Board, appointed Brothers Webster, Totten, Dellums, Dailey and McNeal to serve as the Finance Committee.

Brother Dellums offered a motion that the Board will hold its next meeting on the first Monday in June 1960. The motion was duly seconded and was carried by a unanimous vote.

Brother Blanchette raised the question of his salary and took the position that it was inadequate. This led to an extensive discussion of the salaries paid to International employes. It was finally decided that Brother Randolph would give the matter some thought and then write up and mail to Board members a proposed schedule of increased pay for Brothers Blanchette, Shackleford and Crowder.

There being no further business, the post- Convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, September 11, 1959, adjourned.

Fraternally submitted

Milton P. Webster, Chairman
T. D. McNeal
T. D. McNeal, Secretary

TDM/op

MAY, 1960

Minutes of May, 1960, Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
May 31 - June 2, 1960

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May 31, 1960

The first session of the May, 1960, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters, in Chicago, Illinois, at 12:40 P. M. on Tuesday, May 31, 1960. The meeting was called to order by Board Chairman Milton P. Webster.

The meeting was opened with prayer. The roll was called by Board Secretary McNeal and the following members answered present:

A. Philip Randolph, International President
Milton P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
A. R. Blanchette
A. R. Dailey
G. C. Garran
W. C. Isaacs
James A. Martin
Clement Smith

International Secretary-Treasurer Ashley L. Totten and Brother Frank Boyd were absent on account of illness.

Minutes of the September, 1959, meeting of the Board were approved without change by unanimous vote.

The Board then proceeded to adopt the following agenda:

AGENDA

1. New York Central contract with the Brotherhood of Sleeping Car Porters.

2. Organization of Pennsylvania dining car employes, now represented by the Food Workers Union.

3. Mr. Blanchette's income tax deduction problem.

4. New York, New Haven & Hartford Agreement with the Brotherhood of Sleeping Car Porters.

A G E N D A

5. Proposed unity of international railway employes and two other railroad groups with the Brotherhood of Sleeping Car Porters.

6. Wage increase for girls in the office force.

7. Present wage increase movement of non-operating railroad employes in the United States and Canada.

8. Bond requirements under the Landrum-Griffith Bill.

9. Proposed discussion of unity by the Red Caps with the Brotherhood of Sleeping Car Porters.

10. International Advisory Committee of the Ladies Auxiliary to the Brotherhood of Sleeping Car Porters for affiliation with Ladies Auxiliary of AFL-CIO.

11. Mr. McNeal's candidacy for senator in the Missouri Legislature.

12. One porter working two cars.

13. Sit-down strike movement in the south.

14. Statement from Brother Garran.

15. Regulation that each side of a run which has preferred sides and also seasonal runs be bulletined on the CPR.

16. Time limit for exercising displacement rights on the CPR.

17. Continuous time where released from duty at turn around points does not exceed two hours.

18. Negro American Labor Council.

19. Problem with the Santa Fe members in the Santa Fe System Local.

20. CB&Q dining car employes.

21. Rock Island Agreement negotiations.

22. Full Crew Bill.

23. Payment of dues by New York Central men.

24. Illinois Central Vacation Agreement.

25. Civil Rights.

26. Report of Finance Committee

The Board then proceeded to discuss and make the following decisions on and dispositions of the foregoing agenda:

1. New York Central contract with the Brotherhood of Sleeping Car Porters.

Brother Randolph acquainted the Board with the fact that an agreement had been reached with the New York Central Railroad covering Sleeping Car porters. He pointed out that this effort took two years, largely because of the interference of Dining Car Local #370. This organization (Local 370) made a back door deal with the New York Central railroad fifteen days before the New York Central took over its cars, signing an agreement which cut the wages deeply. In fact, the actual cut negotiated by Local 370 amounted to some Sixty-One Dollars per month.

After the Brotherhood challenged the action of Local 370 and the railroad, an election was held by the National Railroad Mediation Board. The Brotherhood won this election by an extremely large majority. Following this victory Local 370 raised technicality after technicality in the Courts and before the Mediation Board. The raising of these technicalities had the effect of extending the process time after time.

Brother Randolph advised the Executive Board that after the Brotherhood swept these various technicalities raised by Local 370, it went into extended negotiations with the New York Central railroad on an agreement. Our organization succeeded in raising the wages of these men $61.00 per month or, to the level of the present Pullman wages, without the step rates. On the matter of seniority, Brother Randolph advised that we did not secure for these men the seniority dates they had previously held with the Pullman Company. There were good and sound reasons why this could not be done. He said that we finally agreed to the railroad's idea that all seniority be based on age alone. This was fair in view of the fact that all of these men were hired effective on the same day. He said that the agreement provides for a fifty-fifty split on the cost of uniforms.

Because of the cruical importance of bringing these wage rates up to standard the Executive Board went on record unanimously commending the Negotiating Committee, especially Brother Webster, for this great victory through firm and intelligent negotiation.

2. Organization of Pennsylvania dining car employes, now represented by the Food Workers Union.

Brother Randolph advised the Board that we have now embarked upon the job of organizating the Pennsylvania Dining Car Employes who are now represented by the Food Workers' Union. There are more than a thousand men involved. We are now paying two men Fifty Dollars each, per week, to help McLaurin and Bynum in this organizing effort. Brother Webster pointed out that he felt a mistake was made by not mapping out a program for a System wide campaign to effect the victory in this matter. He and Brother McNeal suggested that this fight follow the one on the Burlington Lines. Brother McNeal suggested that because of the importance of the Burlington fight to our future, we should use whatever resources as may be necessary to establish a precedent in our fight for representation on the Burlington.

The Executive Board directed that the campaign in the Pennsylvania effort be continued but that the final effort be determined on the basis of the outcome on the Burlington Lines - unless conditions dictate otherwise.

3. Mr. Blanchette's income tax deduction problem.

The Board directed that Brother Blanchette be refunded $611.58 income taxes deducted in error by the International during the years, 1946 and 1952.

4. New York, New Haven & Hartford Agreement with the Brotherhood of Sleeping Car Porters.

Brother Randolph informed the Executive Board of the tactics used by the Hotel & Restaurant Employes International Union in their effort to take over our jursidiction on the New York, New Haven & Hartford Railroad. He advised the Board that the Hotel & Restaurant people failed in this effort.

5. Proposed unity of international railway employes and two other railroad groups with the Brotherhood of Sleeping Car Porters.

Brother Randolph informed the Board that the President of the organization known as the International Railway Employees and two affiliated groups recently approached with the offer to unite with the Brotherhood. He said that this person advised him that they have resources of some Thirty Thousand Dollars and about 500 members.

The Board instructed Brother Randolph, together with Brothers Webster and McNeal, to thoroughly investigate all aspects of the matters that would be involved in such a unification, report the findings to the International Executive Board, and a decision will be made on this question by the Executive Board.

6. Wage increase for girls in the office force.

(This item was temporarily passed for later consideration by the Board).

7. Present wage increase movement of non-operating railroad employes in the United States and Canada.

Brother Blanchette informed the Board of the situation existing in Canada in connection with the current wage movement. He stated that it is hard to express an intelligent opinion on the outcome.

Brother Randolph informed the Board of the situation existing in the USA in connection with the current wage and fringe benefit movement. He expressed the opinion that United States Railway workers will probably receive about 7¢ per hour plus some fringe benefits.

The Board went on record commending the officers on efforts already made and directing that the efforts be continued in both Canada and the United States. A motion was unanimously carried directing that Brother Randolph immediately begin efforts to assure our being a part of any future non-operating railroad union movement.

8. Bond requirements under the Landrum-Griffith Bill.

Brother Randolph advised the Board that he is taking steps to see that the Bonding requirements of the Landrum-Griffith Bill are met at the lowest possible cost. The Board expressed approval.

9. Proposed discussion of unity by the Red Caps with the Brotherhood of Sleeping Car Porters.

Brother Webster advised the Board that the President of the United Transport Workers contacted him and stated that he wants to talk about his group coming into the Brotherhood of Sleeping Car Porters. The Board directed that this matter be investigated and the facts reported to the Executive Board.

10. International Advisory Committee of the Ladies Auxiliary to the Brotherhood of Sleeping Car Porters for affiliation with Ladies Auxiliary AFL-CIO.

Brother Randolph advised that the AFL-CIO is asking that our Auxiliary affiliate with the new AFL-CIO Auxiliary. The Board approved the affiliation of our National Advisory Committee of the Ladies Auxiliary to the Brotherhood of Sleeping Car Porters with the Ladies Auxiliary of the AFL-CIO.

11. Mr. McNeal's candidacy for senator in the Missouri Legislature.

The Chairman ruled that this item was out of order. (However, there was an extended discussion of Brother McNeal's candidacy and it was unanimously agreed that he has the right to make this race.)

The first session of the May, 1960, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:40 P. M. May 31, 1960, to reconvene at 11:00 AM on June 1, 1960.

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June 1, 1960

The second session of the May, 1960, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board room of the Chicago Zone Headquarters at 11 A. M. on June 1, 1960. The meeting was opened with prayer. The roll call showed all members present except Brothers Totten and Boyd.

The Board proceeded handling matters on the Agenda as follows:

12. One porter working two cars.

Brother Dailey advised the Board of an instance in which he was required to work two cars. The Board referred this matter to the International President, with the recommendation that he seek to write a memorandum to cover this sort of situation.

13. Sit-down strike movement in the south.

Brother Clement Smith acquainted the group with the sitdown effort in his community. He asked if the Board would go on record to approve Local support. The Board endorsed this fight and went on record encouraging our Locals to participate and contribute to this effort.

14. Statement from Brother Garran.

Brother Garran told the Board of his illness during the last session of the Board. He said that he left a Hotel bill which he is prepared to pay to the Hotel at this time. He further said that he had referred this bill to the International Organization and that he had expected the International to pay it and that he had intended to re-pay the International later.

15. Regulation that each side of a run which has preferred sides and also seasonal runs be bulletined on the CPR.

Brother Blanchette acquainted the Board with the desirability of changing the CPR agreement to effect this suggested change. The Board authorized Brother Blanchette to make an effort to negotiate such a memorandum agreement.

16. Time limit for exercising displacement rights on the CPR.

Brother Blanchette told the Board that it is desired to change the CPR agreement to limit displacement rights to three (3) hours before reporting time. Brother Blanchette was authorized to proceed with the effort to negotiate that change in the CPR agreement.

17. Continuous time where released from duty at turn around points does not exceed two hours.

Brother Blanchette stated that the absence of a CPR rule on release between trips is working a hardship on our members on that railroad. The Board directed that Brother Blanchette seek to negotiate a rule providing pay for releases of less than two (2) hours.

18. Negro American Labor Council.

The Board went on record in endorsing the Negro American Labor Council and, in the interest of maintaining the well-being of himself and the Brotherhood, urging Brother Randolph to delegate as much of the detailed work as possible to others.

19. Problem with the Sante Fe members in the Santa Fe System Local.

Brother Webster described some of the problems existing in the Santa Fe Local. The Board went on record approving the plans of Brothers Webster and Randolph to hold a conference of these men and to hold meetings with them during their coming visit to the Pacific Coast.

20. CB&Q dining car employes.

Brother Webster reviewed the history of our interest in this group - including the last Mediation Board Election. The Board approved the current fight to secure representation among Dining Car employes on the Burlington Railroad system...including the Joint Texas Division and ordered that necessary funds be expended.

21. Rock Island Agreement negotiations.

Brother Webster acquainted the Board with the negotiations with this carrier which were recessed until the New York Central negotiations were concluded. These negotiations will now be re-opened. The Board approved plans for using all resources to bring up Rock Island wages to existing standards.

22. Full Crew Bill.

The Board approved the position of fighting any Full Crew Bill that does not protect the Train and Chair Car porters. The Board approved Brother Webster's plan to have all of the Negro State Legislators of Illinois to a luncheon.

23. Payment of dues by New York Central men.

The Board ordered that New York Central men be required to pay dues from the effective date of the agreement (June 1, 1960) and thereafter in accordance with the Constitution of the Brotherhood.

24. Illinois Central Vacation Agreement.

Brother McNeal explained to the Board that one of the provisions of the Illinois Central Vacation Agreement is that for vacation purposes a man will be credited with one day toward vacation allowance for each calendar day on which he performs service. He said that this provision is working a hardship on many Illinois Central men who are assigned to runs that make a roundtrip in one calendar day. The Board ordered that Brothers Randolph and McNeal seek to revise the Illinois Central Vacation Agreement to meet national standards on this subject.

25. Civil Rights.

The Board went on record approving the position taken by Brother Webster in his recent speech on Civil Rights.

26. Report of Finance Committee.

C. L. DELLUMS: For the information of the members of the Board, we made some study of the income and expenditures of the Organization beginning with January, 1955. As an example of how conditions have changed, our per capita tax in January 1955 was $30,346.00. In January, 1956, our per capita income dropped to $26,147.00. In January, 1957 our per capita income dropped

$24,534,00. Our per capita income in January, 1958 was $24,349.00, and in January, 1959, it dropped to $19,403.00. The months of February and March showed a comparatively declining income.

Now let us take the April per capita income. For April 1955 the per capita income was $25,565.00, but for April, 1958, it had dropped to $18,973.00, and in April, 1959, it had dropped to $16,167.00. The 1960 reports were not available at the time, but we now have the April, 1960, report. With the $5.00 dues, the per capita income for April, 1960, was $18,353.00.

Next, let us look at this situation on the fiscal year basis. For the fiscal year ending in 1955, our per capita income was $304,464.00; our tax income for that year was $91,313.00; our total income was $432,000.00. For the fiscal year ending in 1958, our per capita income dropped to $245,591.00; our tax dropped to $72,919.00. Last year, the fiscal year ending in 1959, our per capita income dropped to $206,000.00, and our taxes last year were $55,565.00. Our total income for the fiscal year ending in 1959 was $307,000.00.

On the other hand, let us look at our expenditures for those same years. Our salaries for 1955 were $211,729.00, and our total expenditures were $389,127.00. We showed a gain of $42,929.00. Compare that with the year 1958. Our salaries in 1958 were $214,643, and our total expenditures were $464,654.00. We ran in the red $11,637.00. Last year in 1959 our salaries were $214,787.00, and our total expenditures were down to $376,673.00, but we ran in the red $69,572.00.

Now, let us look at our cash. At the end of the 1955 fiscal year we had $705.976.00 and our annual membership was 8,457. A little explanation for what I call our annual membership--that is the number of dues we collected for twelve months. Since the Organization must operate twelve months, I worked it out on that basis. For instance, if one man only paid dues for six months in the year and another man paid dues for six months in the year, I called that one annual membership because we only collected twelve months dues.

Now let us jump down to 1958. Our cash for that year was $774,527.00, but out annual membership had dropped to 6,832. Last year in 1959 our cash had dropped to $698,596.00 and our annual membership last year was 5,723. Since the 1959 report we have had nine months operation. Within that nine months we have gone into the red approximately $34,801.16. That shows then that our cash on hand is approximately $663,794.91.

We might also point out that we have been watching the income since the $5.00 dues went into effect, and only in March did we show a gain of approximately $5,000.00, but also in March we collected $7,300.00 from interests. So, in April when we did not have that interest, we ran back in the red better than $5,000.00.

I believe, Brother Chairman and brothers, that gives us a picture of what has been transpiring in the Brotherhood, and it shows that our income is off approximately $100,000.00 a year in the last four years, but our expenditures are off very little because our salaries are approximately the same with the membership down and the income down from per capita and taxes, which is the only basic income that we have. From our study of these first nine months, it looks like we are bound to wind up this fiscal year about $50,000.00 in the red. I believe that gives a pretty good picture of what the record shows.

T. D. McNEAL: On the basis of the information given to the Board by Brother Dellums, the Committee wishes to present the following five recommendations in view of cutting down expenses:

(1) Because our membership and income have decreased by some $40,000 or $50,00, the Committee recommends that at least two employes in the International Office be eliminated. The Committee's observations of the work involved in the International Office convince the Committee that the work can be easily allocated so that it will not work any undue hardship on any employe. We would like to add that the Committee checked on all the Brotherhood offices in the whole nation, and it appears that the New York Office is the only place where a cut is possible. All the other offices, with the exception of the Chicago Office have only one employe. Therefore, no other cut is possible. This is the reason for the recommendation for only one office cut in the International Office.

(2) The Committee recommends that the Board outline at its next meeting a workable plan for presentation to the 1962 Convention to effect the obviously necessary reduction of the number of Zones and International Officers. It appears clearly that the size of the membership in the forseeable future simply does not warrant keeping 7 officers of the International rank.

(3) The Committee recommends that in the event of the retirement or death of any International Officer, other than the President or Secretary-Treasurer, prior to the next Convention, their work be temporarily allocated to other officers, pending approval of the Convention for a permanent plan of reducing the number of such officers.

(4) The Committee recommends again that we make immed-

iate arrangements to pay our per capita tax to the AFL-CIO on our actual membership instead of paying for 10,000 members. The Committee further recommends that we arrange with the group of organizations supporting the labor members of the Adjustment Board to pay one-half of the full share of cost per union.

(5) The Committee recommends that each officer continue to hold down controllable expenses to the best of his ability.

Those are the five recommendations of the Committee, Mr. Chairman.

M. P. WEBSTER: In our analysis of the finances of the Organization, we attempted to make some analysis of what could be expected in the future. It is apparent that unless we take some rather drastic steps, the expenditures are not going to be materially reduced in the following fiscal year. As Brother Dellums pointed out, it is apparent that unless a miracle happens, we will show a $50,000.00 loss for the fiscal year ending July 31, 1960.

We made some effort to anticipate what might could be expected in income for the fiscal year of 1960-1961. Of course, the figures are not definite, but on the basis of what could reasonable be expected, assuming that we do not have any drastic decrease in income as a result of the laying off of our members. Taking into consideration the 400 men who are going to have to pay dues as a result of the New York Central and the Rock Island, our estimate of what we might expect for the fiscal year would be around $361,000.00. However, further discussion of the matter indicated that that is a rather optimistic prediction. Under the circumstances it probably would not be over $300,000.00 or $325,000.00. So that unless there is some new stimulant in the situation which would bring into our fold other dues paying groups, such as the CB&Q and the Pennsylvania, we are still going to be in a rather precarious position so far as playing even in this situation is concerned.

Last year we lost $69,000.00, and this year we will lose approximately $50,000.00. If those drastic losses are not curtailed, we're going to get to the point in the next couple of years where our structure will be seriously imperiled, which means that we will have to revamp our whole structure. In the event we are successful with the CB&Q men, that will mean 300 more men paying dues, and if we are successful with the Pennsylvania, that will be another 1,000 men paying dues and our financial problem will be solved. We also have in the background the New York Central Dining Car Employes which has some 600 or 700 men, and probably between now and the next Convention, we may have 1,000 more men paying dues. However, our analysis is made on the premise that there will be no substantial increase, and there is a possibility that there might be a decrease in some of our employes, particularly Pullman. The Santa Fe has hired men. It hired 50 men last year, and nobody is furloughed. That is the only road I know of which has hired more people. The Union Pacific has not hired any men, but in a number of months in the year everybody is working. They are all working now, and probably will be until October or possibly November. But on most of the roads where we have contracts, the number of men has decreased. As you know, the situation is drastic so far as Pullman is concerned, so you can see we painted a rather rosy picture of what we might expect in 1960-1961.

It is well to emphasize the fact that unless in the fiscal year 1960-1961 we see some improvement, we will have to face the situation making some rather drastic cuts.

C. L. DELLUMS: I would like to point out, Brother Chairman, also that just recently we have lost all our Pullman attendants in Los Angeles due to a change the Southern Pacific made. The Southern Pacific has also been granted permission to operate the Shasta Daylight to Portland for some eight months a year three times a week. That means that next winter we will lose over 50% of the chair car men who work on that one train, and I am afraid that we have not reached the bottom. The Southern Pacific is making a fight to take off two trains between Lose Angeles and Sacramento. Pullman and chair car men are working on one of the trains, which is a night train, and the other is a day train with just chair car men. So production is definitely still in the picture.

T. D. McNEAL: I think it ought to be added, so that we will not be misled into being too satisfied over regaining the 400 New York Central porters, that the trend at the present seems to indicate that within a year or less we have lost more than the 400 men we have now, and at the end of the next 12 months period we will be right back where we are now membershipwise, assuming that we do not get any more members.

The recommendations of the Finance Committee were considered one by one and every one of these recommendations were adopted by the Executive Board by unanimous votes.

6. Wage increase for girls in the office force.

It was moved by Brother Randolph and seconded by Brother McNeal that all girls in Brotherhood offices on the

International payroll be raised $5.00 per week and that this provision be made retroactive to January 1, 1960. This motion was carried by a vote of 8 to 3.

The Board authorized the Chairman to send a letter to Brothers Totten, Boyd, Kyle expressing the sympathy of the Board in their illness.

The Board decided that its next meeting will be held in Chicago beginning on the first Monday in March of 1961.

There being no further business the May, 1960, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, May 31 - June 1, 1960, adjourned at 5:10 PM on June 1, 1960.

Fraternally submitted

Milton P. Webster, Chairman

T. D. McNeal, Secretary.

MARCH, 1961

Minutes of March, 1961, Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
March 27 - 29, 1961

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March 27, 1961

The first session of the March, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters in Chicago, Illinois, at 12 o'clock Noon on March 27, 1961. The meeting was called to order by Board Chairman M. P. Webster.

The meeting was opened with prayer by Brother Webster. The roll was called by Board Secretary McNeal and the following members answered present:

A. Philip Randolph, International President
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
A. R. Blanchette
A. R. Dailey
G. C. Garren
W. C. Isaacs
James A. Martin
Clement Smith

International Secretary-Treasurer Ashley L. Totten and Brother Frank Boyd were absent on account of illness.

Minutes of the May-June, 1960, meeting of the Board were approved, without change, by unanimous vote.

The Board then proceeded to adopt the following agenda:

AGENDA

Submitted by A. Philip Randolph:

1. Elmer Roper, Public Relations expert, inquiries about pensions for dining car employes.
2. Teamsters Union's opposition to railroad piggy-back and Pullman.
3. American University School of International studies of AFL-CIO.

AGENDA

4. AFL-CIO Investment Department.

5. $4,000 policy for Brotherhood office forces.

6. Mrs. Roosevelt's cancer fund.

7. National Maritime Union's elections set aside by U. S. Department of Labor.

8. Meaning of railroad mergers to B. S. C. P.

9. Proposed Foods and Drinks Department in the AFL-CIO, proposed by the Hotel and Restaurant employes.

10. Hotel and Restaurant Alliance raised question of considering tips as wages for pensions to AFL-CIO again.

11. Dining car employes propaganda against B. S. C. P.

12. Regional B. S. C. P. conferences.

13. Porters' law suits against B. S. C. P.

14. B.S.C.P. extends control over new dining car waiters groups.

15. Government subsidy of railroads.

16. Signifiance of B.S.C.P.'s fight against race bias in AFL-CIO.

17. N. A. L. C.

18. Problems of B. S. C. P. in Canada.

Submitted by Clement Smith:

19. Brotherhood's affiliation under the Washington Job Agreement.

Submitted by G. C. Garran:

20. Pullman Standard and General Motors.

Submitted by A. R. Blanchette:

21. Report regarding operation of Canadian office, B. S. C. P., in the year 1960.

22. Clarification regarding fractions of employes in regular assignments.

AGENDA

23. Clarification regarding elapsed time of assignments that pass through time zones.

24. Porters' gratuities problem with Income Tax Department of the Province of Quebec.

25. Question of organizing baggage handlers and sky caps at air ports in the Dominion of Canada.

26. Basic month and overtime.

Submitted by Bennie Smith:

27. Pay for late arrivals on scheduled operations for extra cars.

28. Vacation Agreements for New York Central porters.

Submitted by M. P. Webster:

29. New York Central.

30. Two articles in Pittsburgh Courier.

31. CB&Q dining car employes.

32. Pullman laundry workers.

33. Pumphrey case.

34. Milwaukee porters' law suit.

35. Individual cases taken up with the Company.

36. Full Crew Bill.

37. Morris Union Shop case in Kansas City.

38. Rock Island Agreement.

Submitted by T. D. McNeal

39. Pullman passes.

40. Request of El Paso Division for operation of Line 3518.

41. Application of rules, such as Illinois Central Rule 3(b)

42. Application of new group insurance.

43. Pullman practice of removing extra porters from assignments.

AGENDA

44. Situation on Texas and Pacific.

45. Recommendation #2 of the Finance Committee at the May, 1960, Meeting.

46. Report of Finance Committee.

The Board then proceeded to discuss and make the following decisions and dispositions of the foregoing agenda:

1. Elmer Roper, Public Relations expert, inquiries about pensions for dining car employes.

Brother Randolph acquainted the Board with the fact that Elmer Roper wrote him and Senator Humphrey about the matter of small pensions of Dining Car employes and porters with the suggestion that consideration be given to the idea of increasing pensions of this group with the idea of helping these older employes--and at the same time cutting down on the cost of railroad unemployment benefits.

It was generally agreed by the Board that the International President write Mr. Roper explaining the working of the Railroad Retirement system---and if necessary, have a conference with him.

2. Teamsters Union's opposition to railroad piggy-back and Pullman.

Brother Randolph read a letter from Pullman stating that the Teamster campaign against piggy-back freight operation is harmful to the whole railroad industry.

It was agreed that the Brotherhood will support the railroads in their fight to maintain piggy-back operations.

3. American University School of International studies of AFL-CIO.

Brother A. Philip Randolph told the Board that the AFL-CIO has gone on record to support the American University School of International studies and request that the Brotherhood of Sleeping Car Porters send someone to this school.

The Board instructed Brother Randolph to endorse this program but to advise the AFL-CIO that we do not have anyone we can spare at this time.

4. AFL-CIO Investment Department.

Brother Randolph told the Board that the AFL-CIO is setting up this department to advise labor unions on details of investment of union funds with the view of influencing housing, etc.

The Board went on record to ask a representative of the new AFL-CIO Department to appear at our next meeting to give us full information on the whole plan,

5. $4000.00 policy for Brotherhood office forces.

The Board went on record approving the action of the International President in having Brotherhood officers and employes covered by the full Travelers Insurance package, including the $4,000 insurance.

6. Mrs. Roosevelt's cancer fund.

Brother Randolph told the Board that the AFL-CIO has gone on record to support the Mrs. Roosevelt Cancer Fund. He asked the Brotherhood of Sleeping Car Porters to give a small contribution.

The Board unanimously agreed to make a contribution of $100.00.

7. National Maritime Union's elections set aside by U. S. Department of Labor.

Brother Randolph acquainted the Board with the fact that the Department of Labor set aside the election of officers on the grounds that the Organization (1) failed to provide a secret ballot; (2) illegally disqualified candidates; (3) permitted electioneering at the polls; (4) used union funds to promote certain candidates; (5) failed to provide equal treatment to candidates in the union paper.

It was agreed that the Brotherhood of Sleeping Car Porters must follow its usual custom in being extremely careful and scrupulous in handling all future elections in order to be clear under the Landrum Griffin Law.

8. Meaning of railroad mergers to B. S. C. P.

Brother Randolph explained how railroad mergers affect our organization and our members through consolidating trains, eliminating jobs, etc.

It was agreed that the Brotherhood must watch all mergers with the view of seeking to protect our interests. There was an extended discussion of the pending consolidation of the Atlantic Coast Lines and the Seaboard Airline. It was decided that Brother Webster would be sent to Atlanta on this hearing, in addition to our New York Zone representative.

9. Proposed Foods and Drinks Department in the AFL-CIO, proposed by the Hotel and Restaurant employes.

On this proposal by the Hotel & Restaurant Union, it was decided that this proposal represents certain dangers to the Brotherhood. The Board directed Brother Randolph to oppose the setting up of such Food and Drinks Department in the AFL-CIO.

10. Hotel and Restaurant Alliance raised question of considering tips as wages for pensions to AFL-CIO again.

Brother Randolph advised the Board that the Hotel and Restaurant Union raised the question of a law classifying tips as wages again in the last meeting of the Council.

The Board directed Brother Randolph to continue to oppose the proposal.

11. Dining car employes propaganda against B. S. C. P.

The Board was advised of the continued spreading of propaganda against the Brotherhood by the Joint Council of Dining Car Employes.

The Board ordered that the officers express our opposition to this propaganda and take such other steps as may be necessary to successfully project a proper public image of the Brotherhood.

12. Regional B. S. C. P. conferences.

Brother Randolph pointed up various reasons why it is necessary to plan and hold regional conferences of our people during 1961.

The Board approved the holding of the following such conferences: (1) Chicago and St. Louis Zones to be held at Kansas City; (2) New York and Detroit Zones to be held at Washington; Pacific Coast Zone to be held at Los Angeles.

13. Porters' law suits against B. S. C. P.

Brother Randolph reviewed the various suits filed against the organization by members and involving matters which should be settled through the usual organizational channels. There was an extended discussion of the several law suits the organization has had to defend because of members sueing us without any real ground.

It was agreed that the Brotherhood will mobilize all of its resources to discourage such suits.

14. B. S. C. P. extends control over new dining car waiters groups.

Brother Webster acquainted the Board with the fact that, at the request of dining car men themselves, we have taken over the representation of dining car employes on the Fort Worth and Denver, the Colorado and Southern and the C. B. and Q. railroads and are going through the process of improving their agreements. He said that these men express appreciation of the kind of representation the Brotherhood is giving them. He discussed some of the problems involved in handling dining car problems.

The Board agreed that the organization shall continue to study the special problems of railroad service employes with the view of effecting unity among these groups of workers.

The first session of the March, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:40 P.M., March 27, 1961, to reconvene at 10 O'Clock Noon on March 28, 1961.

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March 28, 1960

The second session of the March, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters at 12 O'Clock Noon on March 28, 1961. The meeting was opened with prayer by the Chairman. The roll call showed all members present except Brothers Totten and Boyd.

The Board proceeded to handle matters on the agenda as follows:

15. Government subsidy of railroads.

Brother Randolph told the Board that the trend is towards government subsidy of railroads. Several Eastern States have already extended subsidies to encourage the continued operation of commuter passenger service. There was considerable discussion of this matter and the fact that competitors such as air lines, barge lines, trucks and busses are now subsidized. The Board agreed that this is an area in which we must manifest a healthy self-interest. The Board requested Brother Randolph to issue a public statement on this subject matter.

16. Significance of B.S.C.P.'s fight against race bias in AFL-CIO.

Brother Randolph pointed out that our fight against bias in the labor movement is bearing fruit and that labor leaders have the highest respect for us because of our position. He said this fight has caused the Negro community to change its unhealthy attitude towards Negroes who earn their living with their hands. He said the B.S.C.P. has led the revolution of black men in the Western world and this has affected black men all over the world.

17. N. A. L. C.

Brother Randolph stated that the crisis faced by Negro workers forced the creation of the National American Labor Council. The Negro worker faces elimination from the work force because of discrimination, automation and technological advances in production and services. The Negro's rate of acquisition of skills must be speeded up or he is lost. We must break into the stream of apprentice training. Negro youth needs and must have this opportunity if we are to survive. He stated that this is one of the larger tasks for which N.A.L.C. was formed and to which it is dedicated to seek solution.

Brother Randolph pointed out the Molders Union and the Longshoremen's Union are two organizations in which N.A.L.C. pressure is getting results for Negro members.

The B.S.C.P. set up and is fostering the development of N.A.L.C. and, the Board agreed, Negroes should be made aware of this fact. Brotherhood members should be aware of and proud of the part our organization is playing. The Board approved carrying on our program in this connection.

18. Problems of B.S.C.P. in Canada.

Brother Randolph spoke of a developing trend in some areas of Canadian thinking towards opposition to Canadian workers being affiliated with Unions in the United States.

Brother Blanchette stated that all railroad unions in Canada with one exception, are international. He said that this one exception has broadened name to suggest the inclusion of all railway workers, This organization seems to be behind a proposed law similar to the Landrum-Griffin law---but excepting this particular organization. There is a danger of the right to strike by rail unions being restricted or eliminater. There is now a climate of "anti-international union" prevalent in Canada. Canadian rail unions are fighting this trend. The Board instructed Blanchette to continue helping with this fight.

19. Brotherhood's affiliation under the Washington Job Agreement.

Brother Clement Smith raised the question of our membership being protected under the "Washington Job Agreement". The Board advised Brother Smith that the Washington Job Agreement was entered into in 1936 and that we were not a part of the machinery which signed this agreement. Our members are therefore not protected under this agreement.

Brother Randolph stated that a move is under way to broaden the scope of this agreement to include all of the railroad unions.

20. Pullman Standard and General Motors.

Brother Garren stated that he has information that the Budd people and Pullman Standard plan to take over the passenger business. He wanted to know if this is true.

Brother Webster said that the fact is that Pullman has advised him that Pullman Standard, Budd, General Motors, etc., are investigating the feasibility of raising a large sum to rehabilitate the railroad passenger equipment.

21. Report regarding operation of Canadian office, B.S.C.P., in the year 1960.

Brother Blanchette presented a summarized report of the operation of the Canadian office at Montreal. This report showed a continued drop in our membership. The gross income in 1960 was $33,134,40 and the net income to the International was $26,337.60, less expenses of $16,855.55, leaving a credit balance of $9,482.05.

He stated that eventually we will get the Canadian National sleeping car porters.

He recommended that we discontinue paying per capita to the C.L.C. on 600 members when we have only some 445 members. This was agreed to. Brother Blanchette stated that in Canada our organization is fully integrated in the labor movement. He explained the working of our Canadian affiliations.

Brother Blanchette gave a capsule account of various activities and problems of his office.

The Board agreed that the report made by Brother Blanchette was very informative and indicative of the fine work being done in Canada by Brothers Smith and Blanchette.

22. Clarification regarding fractions of employes in regular assignments.

Brother Blanchette discussed Rule 5(a) of the Canadian Pacific agreement. He stated that management has requested an amendment permitting the assignment of fractional men other than 1/2. The men are opposed to this.

The Board directed the International President and the 2nd Vice President to confer with Brother Blanchette for purposes of clarifying the rule and determining if we should agree to amend it.

23. Clarification regarding elapsed time of assignments that pass through time zones.

Brother Blanchette told the Board that in the past the Company has not deducted sleep periods from men on rums of 13 hours and 5 minutes or less. Now, under the rule, the Company is deducting sleep period from a run where the elapsed time is 14 hours and 5 minutes because of change of time zones.

The Board held that change of time zones has no effect on hours on duty and therefore no effect on whether or not sleep is deductible on a given run. Elapsed time is the only yard stick that should be used.

24. Porters' gratuities problem with Income Tax Department of the Province of Quebec.

Brother Blanchette informed the Board that the Income Tax Department of Quebec sought to require the Canadian members to show tips in an amount equal to expenses shown away from home. The first round was won. However, now arbitrary assessments are being made in cases where the Commissioner believes men are not showing proper amount of tips. The men want the organization to handle this matter for them.

The Board held that members' tax disputes with their government are not matters within the purview of the organization's responsibilities to them. It recommended the men concerned retain a lawyer to represent them and contest this ruling.

25. Question of organizing baggage handlers and sky caps at air ports in the Dominion of Canada.

Brother Blanchette reported that sky caps and baggage handlers in Canada are not organized. Many of these people are ex-members of the Brotherhood and expressed themselves as being interested in being organized. Later they changed their minds and set up a company to take over this concession. They were fired. The matter was carried to the Courts. The Teamsters Union entered the picture on behalf of the Negro baggage handlers. The Negro Sky Caps now want to know if the Brotherhood is still interested in organizing and representing them. There are about 200 men involved.

It was agreed that this matter would be held in abeyance until the following day.

The second session of the March, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:55 P.M., March 28, 1961, to reconvene at 10 A. M. on March 29, 1961.

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March 29, 1961

The Third session of the March, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters at 10 A. M. on March 29, 1961. The meeting was opened with prayer led by Brother Webster. The roll call showed all members present except Brothers Totten and Boyd who were absent account of illness and Brother Garren who was absent with leave account the illness of his wife.

The Board proceeded with the disposition of items on the agenda as follows:

25, continued: Question of organizing baggage handlers and sky caps at air porters in the Dominion of Canada.

The Board ordered that no action be taken in this matter until the situation develops further. Then the International President will make a determination.

26. Basic month and overtime.

Brother Blanchette informed the Board that the B.R.T. suceeded in 1952 in securing time and one-half pay for dining car employes on the C.P.R. after 224 hours.

The same organization proposed in 1958 a 172 hour month but have failed to secure agreement. Canadian non-ops fear this existing situation may be a threat to their program for cutting hours and reducing the spread between basic month and punitive payments. The forgoing for the information of the Board.

27. Pay for late arrivals on scheduled operations for extra cars.

Brother Bennie Smith raised the question of whether or not scheduled release time should be applied and paid for whether or not the train arrived on time.

The Board held that the only basis on which payment for early morning release time allowances can be collected is to be able to prove that the man worked such full time.

28. Vacation Agreements for New York Central porters.

Brother Smith asked that sufficient copies of the NYC agreements be furnished him to permit distribution to NYC men in his Zone. Brother Randolph agreed to send him the agreements.

29. New York Central.

Brother Webster suggested that the organization should carry on a more aggressive educational campaign among the NYC members and point out the fact that equalizing the pay was the big object and that there is nothing basicly wrong with the seniority settlement. This suggestion was agreed to.

30. Two articles in Pittsburgh Courier:

Brother Webster called attention to two articles which appeared in the Pittsburgh Courier suggesting that our organization is "cracking at the seams", according to Adam Clayton Powell, and that we wrote an "Uncle Tom" contract. He said that Powell should have been told that he was lying and that the Courier is liable for its erroneous statement about an Uncle Tom contract and the paper should be warned. Brother Randolph suggested that porters on the NYC should write letters protesting this article.

31. CB&Q dining car employes.

Brother Webster advised the Board of our success in integrating the CB&Q dining car employes into our Organization and stated that this will make it easier to bring in other such groups.

32. Pullman laundry workers.

Brother Webster advised the Board of a request from Pullman laundry workers to affiliate with us. It was decided that we will not enter this field.

33. Pumphrey case.

Brother Webster cited the Pumphrey case as an example of the value of our "reasonable doubt" rule. He added that after getting this man back to work, he has now retained a lawyer to try and collect back pay.

34. Milwaukee porters' law suit.

Brother Webster cited this case as an example of the trend on the part of men to try and settle grievances through the courts. He said the case cannot be won.

35. Individual cases taken up with the Company.

Brother Webster said there are several recent examples of porters seeking to handle cases themselves instead of using the machinery of the organization.

It was agreed that this practice must be discouraged in every possible way. It will be stressed in Zone conferences and the Black Worker.

36. Full Crew Bill.

Brother Webster told of efforts of the BRT to secure a Full Crew law in Illinois. He said that he relies on a key Legislator to stop such laws and that we should show our appreciation.

37. Morris Union Shop case in Kansas City.

Brother Webster gave the Board details of this case. It cost an initial $12,000 and another $2500 on a second suit. He said the verdict against us was the result of the anti-union climate in the area and the nation.

38. Rock Island Agreement.

Brother Webster stated that the Rock Island agreement is the same type of agreement as that on the NYC and that the men are completely satisfied with it.

39. Pullman passes.

Brother McNeal advised the Board that the St. Louis Local requests the organization to try again to get Pullman pass privileges for porters. It was agreed that Brother Randolph and Brother Webster will take up this matter with the General Office.

40. Request of El Paso Division for operation of Line 3518.

Brother McNeal told the Board of the request of El Paso to be given the operation of Line 3518.

The Board reaffirmed the position it has taken on such requests and that is that the organization will not take a line from any district and give it to another in violation of the agreement.

41. Application of rules, such as Illinois Central Rule 3 (b).

Brother McNeal acquainted the Board with Rule 3(b) of the I. C. agreement. The Board cited Award 1349 of the 4th Division as a binding precedent preventing the filing of a successful claim contending that 8 hours pay should be paid for each leg of a round trip or that a day under the rule is anything other than 24 hours.

42. Application of new group insurance.

Brother McNeal pointed out the fact that our men do not have sufficient information on the terms and application of the new $4000 life insurance. It was agreed that the organization will publish information in the Black Worker and will make detailed information available to Zone Supervisors who are to brief this and furnish the information to all men concerned.

43. Pullman practice of removing extra porters from assignments.

Brother McNeal discussed with the Board what he termed "Pullman's abuse of Rule 46" in removing extra porters from assignments at reporting time by sending a message to them by the foreign porter who is taking over the assignment. He cited a case of this nature involving Brother Lavigne of New Orleans. It was unanimously agreed that Brother McNeal, with the help of Brother Dellums in securing a statement from the Los Angeles porter involved, would file a claim in the Lavigne case.

44. Situation on Texas and Pacific.

Brother McNeal told the Board of the Texas and Pacific pulling off all of their porters except 3. He advised that the men who were pulled off are beginning to suggest that the organization go into the company office and offer to write a 205-hour-per-month agreement to replace the present 4500-mile-per-month agreement, in the hope that the company would then put on more porters.

The Board held that it would be bad judgement to make such an offer and that it would be against our policy to worsen working conditions of men now working.

45. Recommendation #2 of the Finance Committee at the May, 1960, meeting.

This item was referred back to the Finance Committee with instructions to bring into the next Board meeting a recommendation for possible presentation to the convention in 1962.

46. Report of Finance Committee.

During the interim of the last Executive Board meeting, the Committee has not had an opportunity to meet but the individual members of the Committee have studied the financial reports quite carefully.

We wish to point out that at the close of the fiscal year, July 31, 1960, there was a deficit of approximately $50,000. Subsequent to July 31, 1960, particularly in the first three or four months, the deficit began to accummulate to the extent of possibly $35,000. However, reports for the past several months have shown a definite decrease in the deficit of the fiscal year to the end that as of February, 1961, the deficit for the present fiscal year is less than $10,000. This appears to be a definite improvement over the previous fiscal year.

However, an analysis of the expenditures indicates that the deficit is due to extraordinary expenditures, such as legal fees involved in several of the cases we have been defending and other payments which could not be considered the usual routine expenses of the Organization. The figures further indicate that were it not for the fact that we had to pay out these extraordinary expenditures, including the $12,000 in satisfaction of the judgment in the Morris Case, we would not show a deficit at the present time. This indicates a definite improvement in our finances of the present fiscal year as compared with that of the previous fiscal year.

It is the opinion of the Committee that we should continue, as we have in the past, to keep our expenses down wherever it can be done without interferring with the basic program of the Organization.

The Committee wishes to point out that the records show that the deficits which have occured in the past generally accrue during the last six months of the fiscal year. Therefore, it is recommended that the same scrutiny in handling the expenditures be carried out as has been done for the last several months.

The Committee therefore recommends that the individual members of the Committee make a thorough study of the finances from now on, and it further recommends that the Committee meet in person in the Headquarters in New York, at some future date to be decided upon, for the purpose of making a complete analysis of the Organization's finances in order that it might be presented to the next meeting of the International Executive Board and ultimately to the next International Convention.

Respectfully submitted,

M. P. Webster, Chr.
T. D. McNeal, Sec'y
C. L. Dellums
A. R. Dailey

After a short discussion of the foregoing report, it was adopted in its entirety by a unanimous vote.

On a motion by Brother Dellums, seconded by Brother McNeal, the Board decided by unanimous vote that its next meeting will be held on the first Monday in December, 1961.

There being no further business to transact, the March, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in Chicago, Illinois, March 27-29, 1961, adjourned at 12:55 P. M. on March 29, 1961.

Fraternally submitted

Milton P. Webster, Chairman

T. D. McNeal, Secretary

TDM/op

DECEMBER, 1961

Minutes of December, 1961, Meeting
# of the
International Executive Board
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
December 1 - 2, 1961

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December 1, 1961

The first session of the December, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters in Chicago, Illinois, at 12 O'Clock Noon on December 1, 1961. The meeting was called to order by Board Chairman M. P. Webster.

The meeting was opened with prayer. The roll was called by Board Secretary McNeal and the following members answered present:

A. Philip Randolph, International President
Ashley L. Totten, International Secretary-Treasurer
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
A. R. Blanchette
A. R. Dailey
G. C. Garren
W. C. Isaacs
James A. Martin
Clement Smith

Brother Frank Boyd was absent on account of being ill.

Minutes of the March 27-29, 1961, meeting of the Board, having been previously mailed to each Board Member, were approved, without change, by a unanimous vote.

The Board then proceeded to adopt the following agenda:

Submitted by A. Philip Randolph:

1. Joseph L. Rauh's proposal in reference to Theodore Brown.
2. Candidacy of Brother Grimes and Brother Lyon for membership on the Railroad Retirement Board.
3. Eleanor Roosevelt's Cancer Fund, AFL-CIO.
4. George Meany's letter, re Protest of New York Central Porters against Agreement.
5. Affiliation of I.L.A. with AFL-CIO.

6. Pre-convention conference with George Meany on race bias problem in unions.

7. Suggested pre-convention conference with Walter Reuther.

8. Representation election on Long Island Railroad.

9. Problem of Pennsylvania District in relation to new lines.

10. Conference with Pullman Company concerning reckless discontinuance of districts at expense of the porters.

11. Proposed suggestion to take over the dining car employes on the B&O.

12. Placement of B. F. McLaurin on the International Executive Board.

13. Washington Job Agreement and the Brotherhood of Sleeping Car Porters.

14. Setting up of project on Apprenticeship Training for Theodore Brown by NAACP.

15. Layover of ACL porters in New York.

15a Waiving of hearings.

Submitted by Clement J. Smith:

16. Seaboard Air Line Train Porters.

Submitted by G. C. Garran:

17. Reduction of salaries of officials of the Organization.

18. Reduction of Convention expense per diem from $25.00 to $20.00 per day.

Submitted by W. C. Isaacs, Jr.:

19. Clarification of Rule 40, Paragraph (c) in the Pullman Agreement.

20. Unfinished business of Executive Board Meeting, May 31, 1961 -- Items 2 and 3 of Report of Finance Committee.

Submitted by A. R. Blanchette:

21. Impending wage and job security movement for non-operating railroad employes in Canada.

22. Findings of Survey Committee regarding accommodations for 1962 Convention in Montreal.

Submitted by Bennie Smith:

23. Awarding lines to districts.

Submitted by T. D. McNeal:

24. Missouri Pacific situation.
25. The situation at El Paso.
26. Proposed consolidation of Missouri Pacific, the Texas Pacific, and the International Great Northern.
27. The LaVigne Claim.

Submitted by M. P. Webster:

28. Report of Minutes of the last Convention.
29. Negro American Labor Council.
30. Present status of Brother Frank Boyd.
31. Shorter Work Month.
32. Finance Committee
33. C. B. & Q. Dining Car Employes.
34. State Taxes.

The Board then proceeded to discuss and make the following decisions and dispositions of the foregoing agenda:

1. Joseph L. Rauh's proposal in reference to Theordore Brown.

Brother Randolph acquainted the Board with a proposal by Atty. Joseph L. Rauh that the Brotherhood of Sleeping Car Porters indicate that it will support Theodore Brown in any suit brought against Brown by the bonding company which paid Brown's shortages to the AFL-CIO. Rauh's idea is that the bonding company would drop the case against Brown if the Brotherhood takes the position he suggested. This matter was thoroughly discussed. A motion was carried to decline the suggestion made by Atty. Rauh.

2. Candidacy of Brother Grimes and Brother Lyon for membership on the Railroad Retirement Board.

The Board unanimously decided that since both candidates are friendly, the organization will take no position on filling the vacancy coming up on the Railroad Retirement Board.

3. Eleanor Roosevelt's Cancer Fund, AFL-CIO.

Brother Randolph discussed with the Board plans of the AFL-CIO to give a million dollars to the Eleanor Roosevelt Cancer Fund. He said that in view of the fact that the checks from our Locals were coming in so slowly, the International office had sent in a check for the $600.00 requested from us and that the checks coming from the Locals will be used to replace the $600.00. This action was approved by a vote of the Board.

4. George Meany's letter, re Protest of New York Central Porters against Agreement.

President Randolph acquainted the Board with the fact that President Meany of the AFL-CIO sent him a copy of a letter of protest against the New York Central agreement which Meany had received from a group of NYC porters whose names had been deleted. Brother Randolph read a copy of his reply to President Meany which made it crystal clear that President Randolph resented this method of handling and pointing out the fact that our agreements, including the New York Central agreement, are the equal of any agreement on railroads and superior to most. The Board unanimously approved this action taken by the International President.

5. Affiliation of I. L. A. with AFL-CIO.

The Board voted unanimously to instruct the B. S. C. P. delegates to the coming AFL-CIO convention to support the re-affiliation of the International Longshoremen with the AFL-CIO.

6. Pre-convention conference with George Meany on race bias problem in unions.

Brother Randolph told the Board that President Meany has requested a pre-convention conference with him to discuss the current fight against discrimination on account of race in the AFL-CIO. Brother Randolph stated that he and Brother Webster planned to confer with President Meany but that they will refuse to agree not to speak on the convention floor on the subject of the Executive Council report which impugned and cast serious reflection upon the integrity of the Brotherhood of Sleeping Car Porters. He expressed the hope that this matter may be composed, with honor. He set forth what he considered minimum requirements for agreement on our part in this matter. The Board approved, by unanimous vote, the plan outlined by the International President for proceeding with this matter.

7. Suggested pre-convention conference with Walter Reuther.

Brother Randolph acquainted the Board with the fact that President Reuther of the Automobile Workers, who also heads the AFL-CIO Industrial Union Council, has caused the IUC convention to adopt an extremely strong resolution against racial discrimination in labor. He said that Reuther has indirectly called for a pre-convention conference on this subject with Brother Randolph. Brother Randolph indicated his intention to avoid any involvement in the power struggle now in progress in the movement. The Board approved this proposed conduct.

8. Representation election on Long Island Railroad.

Brother Randolph told the Board that we now have the signatures of a large majority of the attendants on the Long Island Railroad on representation authorization cards and are moving towards a representation election on that property. The Board directed that every effort be made to secure representation of these workers on the Long Island.

(It was agreed that items 9 and 10 of the agenda would be consolidated for purposes of discussion and disposition.)

9 & 10. Problem of Pennsylvania District in relation to new lines.- Conference with Pullman Company concerning reckless discontinuance of districts at expense of the porters.

Brother Randolph advised the Board that Brother McLaurin, Eastern Zone Supervisor, requests that Rule 29 of the Pullman Agreement be revised so as to provide that no extra men will be transferred with lines and, further, that if such a transferred line is later discontinued, the men transferred with the line be dropped from the roster. The Board expressed general opposition to this idea.

Brother Randolph went on to say that while it might not be advisable to change the rule as requested by Brother McLaurin, he felt that it is necessary to have a serious conference with Pullman to protest their reckless discontinuance of Districts. He added that he felt that we must begin an all-out fight for a shorter work month. Brother Randolph then moved that a sub-committee of three Board Members be appointed to study the question of whether or not Rule 29 of the Pullman agreement should be revised, and, if so, what revision should be attempted. The motion was adopted by common consent. The committee named were Brothers Webster, Dellums and McNeal.

11. Proposed suggestion to take over the dining car employes on the B&O.

Brother McNeal told the Board of contacts made with him at St. Louis by leaders of the Baltimore and Ohio dining car group who said a majority of these employes wanted to affiliate with the Brotherhood. Brother McNeal said that his conferences with these men brought out the fact that the principal reason they favored coming into the Brotherhood was that they feared that the Joint Council of Dining Car Employes would succeed in a raid they are attempting. Since so few of the B. and O. dining car men operate into St. Louis, the Board directed 1st Vice President Webster to take steps to investigate the situation at Chicago (where many of the B. & O. men operate) to determine if there is sufficient interest among the group to warrant trying to take them in.

12. Placement of B. F. McLaurin on the International Executive Board.

Chairman Webster of the Board ruled this item out of order on the ground that there is no vacancy on the Board to fill at this time. There was no appeal of the Chair's ruling.

13. Washington Job Agreement and the Brotherhood of Sleeping Car Porters.

Brother Randolph read a letter from President George Leighty of the Telegraphers concerning the efforts of the Brotherhood and three other organizations to become parties to the Washington Job Agreement. The letter stated that the Carrier Representatives on the Joint Conference Committee established by that agreement are not agreeable to the request of the four organizations and take the position that the Joint Conference Committee does not have the authority to change the agreement. Leighty further advised that this matter is being scheduled for discussion by the Railway Labor Executives Association. This item was for the Board's information.

14. Setting up of project on Apprenticeship Training for Theodore Brown by NAACP.

For the information of the Board, Brother Randolph stated that the N.A.A.C.P. now has under way a project on apprentice training and has hired Theodore Brown to conduct the research.

15. Layover of ACL porters in New York.

This item was sent to the Board by Brother McLaurin whose communication described complaints of Atlantic Coast Line porters about the carrier's refusal to schedule overnight layovers at New York City. The Board directed that a survey be made of the conditions involved--and, that if the facts warrant, the best possible efforts be made through negotiations to correct any abuses by the company--and, if necessary, to carry the matter to mediation or even arbitration.

15a Waiving of hearings:

A letter from Eastern Zone Supervisor McLaurin asked that the Organization agree to the waiving of hearings on the Atlantic Coast Lines in minor cases for the purpose of saving time and money. This suggestion was discussed and, by common consent, held that it was without merit.

The first session of the December, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5 P. M., December 1, 1961, to reconvene at 12 o'clock Noon on December 2, 1962.

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December 2, 1961

The second session of the December, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters at 12 o'clock Noon on December 2, 1961. The roll call showed all members present except Brother Boyd, who was absent account of his continued illness.

The Board proceeded to handle and dispose of matters on the agenda as follows:

16. Seaboard Air Line Train Porters.

Brother Clement Smith advised the Board that the Seaboard and the Atlantic Coast Line will no doubt merge soon. He said this raises the question of representation of porters on the consolidated properties because the porters on the Seaboard are currently represented by another organization. As a matter of information to the Board, he stated that the two railroads have offered four (4) years pay to employes displaced by the consolidation and that the unions have turned down the offer.

The Board, by unanimous vote, directed that a complete survey be made of all aspects of this situation, with the view of being ready to protect the interests of our membership on the A. C. L., either by taking over representation of the Seaboard porters, or by other appropriate action. The Board designated Brothers Randolph, Webster, McLaurin and Clement Smith as a special committee to make the s urvey of this situation and to follow through with appropriate action.

17. Reduction of salaries of officials of the Organization.

Brother Garran proposed that a $200.00 per year reduction be made in the salaries of Brothers Randolph, Webster, McNeal, Smith, Totten, Dellums and McLaurin. When members of the Board asked why he proposed a wage cut which would save only $1400.00 per year, Brother Garran declined to further discuss the matter and moved this his proposal be adopted. The motion was lost for lack of a second.

18. Reduction of Convention expense per diem from $25.00 to $20.00 per day.

The Board reminded Brother Garran that the expense per diem for Brotherhood conventions is already $20.00 per day and not $25.00. Therefore, no action on this item was necessary.

19. Clarification of Rule 40, Paragraph (c), in the Pullman Agreement.

Brother Isaacs recommended that the last sentence of Paragraph (c) of rule 40 of the Pullman agreement be eliminated through negotiation. The Board referred this matter to the Agreement Committee.

20. Unfinished business of Executive Board Meeting, May 31, 1961--Items 2 and 3 of Report of Finance Committee.

Brother Isaacs moved that the Board set up a special committee to work out and present to the preconvention Board meeting a plan to effect the purpose of Item 2 of the Finance Committee's report presented and adopted at the May 31, 1961, meeting of the Board. The motion was adopted. Brother Dellums was designated Chairman and Brothers Blanchette and McNeal members of this special committee. They were directed by the Board to exchange ideas on this subject through correspondence and to meet in the next convention city two (2) days before the Board meets for the purpose of agreeing to and drawing up a plan to be submitted to the Board.

21. Impending wage and job security movement for non-operating railroad employes in Canada.

Brother Blanchette told the Board that a new wage and job security movement is planned in Canada. He gave details of demands to be made by the Canadian non-ops, plus information on the improvements to be sought in the Health and Welfare Plan now in effect in Canada. The Board directed that printed material on these proposals be sent to the Board.

22. Findings of Survey Committee regarding accommodations for 1962 Convention in Montreal.

Brother Blanchette advised the Board that he had been instructed by Vice President Smith to make a survey of available accommodations in Montreal for the 1962 International Convention. He submitted a written account of his findings. This showed that sufficient rooms are available to house our delegates and visitors, despite the fact that other and large conventions are scheduled for about the same time. However, he stated, no suitable meeting hall is presently available for contracting.

A motion was carried to have Brother Blanchette continue the survey of possible meeting halls and to report on same by January 31, 1962. The Board further decided that in the event a suitable meeting hall cannot be secured, the 1962 International Convention will be held in Detroit.

23. Awarding lines to districts.

Brother Smith brought to the attention of the Board a protest from the Montreal Pullman Local about the awarding of a run to New York under the provisions of Rule 39 of the Pullman agreement. The Board discussed the facts presented and held that the rule had been properly applied.

24. Missouri Pacific situation.

Brother McNeal acquainted the Board with the facts involved in a current dispute with the Missouri Pacific as a result of which some 65 separate claims have been filed for 13 members. He stated that some 15 years ago the railroad set up 2 positions called "coach attendants" and offered (off the record) to place them under the Train Porters agreement. The members of Missouri Pacific Train Porters Local No. 5 voted unanimously against placing these jobs under their agreement because the rate of pay would be different, the men would have nothing to do with the operation of the trains and would not carry switch keys.

However, since train porter jobs have become scarce and it appears that "coach attendants" will perform more and more inside porter work, the membership has changed their minds and want these jobs under their agreement. Claims designed to try and effect this result are being filed from month to month. Brother McNeal stated that no action was requested but that he felt the Board should have this information.

25. The situation at El Paso.

Brother McNeal called the Board 's attention to the fact that despite the fact that the El Paso Agency has been closed by Pullman and the men officially transferred to other Districts, the Company is making a practice of using furloughed men (transferred to other districts) who still live in El Paso, in so-called "emergencies" in service, principally to Los Angeles. He stated that Brother Randolph had sent Brothers Dellums and McNeal into the General Office to discuss and protest this situation to Pullman. Mr. Boeckelman agreed the practice was wrong and said it would be stopped. However, reports are still coming in to the effect that such men are being used occasionally. The Board agreed that another protest should be made and that if a proper basis for sound claims can be found, such claims should be filed.

26. Proposed consolidation of Missouri Pacifie, the Texas Pacific, and the International Great Northern.

As a matter of information to the Board, Brother McNeal stated that plans are under way to consolidate the operation of the Missouri Pacific, the Texas and Pacific and the International Great Northern railroads between Denver and Houston. He said that he plans to cooperate with other unions involved to protect the interest of members involved on the three properties. This course of action was approved by common consent.

27. The LaVigne Claim.

For the information of the Board, Brother McNeal stated that a claim filed in behalf of Brother LaVigne of New Orleans charging violation of Paragraph (g) of Rule 46 of the Pullman agreement had been won. This case involved removing LaVigne from an extra car and placing a Los Angeles man on it at reporting time. 40 hours and 25 minutes at punitive rates was involved.

28. Report of Minutes of the last Convention.

Brother Webster called the attention of the Board to the fact that the Chicago office got out the minutes of the last convention without a large printing bill. Mrs. Gilland of the Chicago office staff was paid $500.00 in extra compensation for this extra work. He suggested that she be paid another $125.00. The Board voted unanimously to pay Mrs. Gilland another $125.00.

29. Negro American Labor Council.

This item was withdrawn by Brother Webster.

30. Present status of Brother Frank Boyd.

This item, which had been placed on the agenda by Brother Randolph, was withdrawn by him.

31. Shorter Work Month.

Brother Randolph emphasized the need to begin talking with management about a shorter work month and job stablization. He pointed out the fact that the Sleeping Car Conductors have initiated a program for a shorter work month. He suggested that efforts be made to get the dining car employes and Pullman conductors to join with us in a joint fight for these objectives. The Board approved the suggestion. A motion was carried to set up a Committee to develop plans for a fight for a shorter work month. Brothers Webster, McNeal, Dellums, Blanchette, Martin, Dailey and Smith were appointed to this committee.

32. Finance Committee.

Brother Webster suggested that the Finance Committee meet in the International Office at some time prior to the 1962 Convention for the purpose of going over the records with the view of making recommendations to the Board for the convention-adopted-common consent.

33. C. B. & Q. Dining Car Employes.

Brother Webster advised the Board that the new C. B. & Q. dining car group is showing every sign of being loyal to the Brotherhood. The Board directed that a letter of commendation be sent to the dining car members on the Burlington System (C. B. & Q., C. & S. and Ft. W. & D.) expressing our appreciation of their loyalty.

34. State Taxes.

Brother Dailey told the Board of being required to pay state taxes to several states. The Board requested Brother Randolph to have the Brotherhood lawyer look into this matter.

There being no further business to transact, the December, 1961, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at Chicago, Illinois, December 1-2, 1961, adjourned at 4:45 P. M. on December 2, 1961.

Fraternally submitted

T. D. McNeal

M. P. Webster, Chairman

T. D. McNeal, Secretary

TDM/op

Executive Bd. Meeting 2/4/62

Chairman: Fred Small

Meeting convened 12:40 with moment of silence for deceased brother Mace.

Minutes of last meeting read by Bill Jones.

Suggested by Brother Blackston that we elect a temporary chairman to chair part of meeting dealing with officers roles. Bro. Spigner was unanamously elected to this position.

Floor opened for discussion of Lay members role first. It was the undisputed opinion of the bd. that the lay member should act as the contact between Local and Natl. and that it is necessary for certain relationships to be developed under the guidance of the local council bet. the lay mbr. and the Natl. officers.

Nat'l. meeting held 1/26 and 1/27, as yet no report forthcoming from lay mbr. It was suggested that he have periodic meetings with Bro. Randolph.

It was here decided by the board that one hr. be devoted to discussion on the role of officers. Time count started as of 1:10.

On role of the Pres. Bro. Epton read from the bylaws pertaining to this pointing out the fact that meetings are to be chaired as expeditiously as possible. It was pointed out that the chairman tended to drag meetings on by commenting on every thing said on the floor. Pointed out that chairmans speaking during meetings should be limited to supplying clarification when incorrect info is given from floor, or when such is reguested of the chair.

Pres. to make monthly report on activities, is responsible to mbrshp. and exec. bd. No decisions can be made in opposition to will of mbrshp.

→ mention made of fact that Pres. ruled against release of pamphlet

Bro. Epton raised point that Pres. has not the right to overule decision of Bd., question was asked who can overule Pres., the answer is the exec. bd. who can only be overuled by membership.

Pres. at this time defended his position as chairman and length of time he devotes to speaking while in chair but was reminded that his duties do not include commenting on everything said from floor.

From here we went on to discussion of secretary's role. Bro. Epton observed that present secy. has made known she is desirous of functioning completely, felt that those duties which must be performed during day should be delegated by secy. to staff secy. Bro. Epton felt that greater sense of duty would be felt if full responsability was placed in hands of officers. One criticism was that the minutes don't seem to be ready on time.

Sister Bacon questioned availability of records. Bro. Blackston advised, records kept in Brotherhood office and expressed the need for the Council to take over it's responsabilities so that it will learn how to handle them.

Mention was made by Pres. that it was considered tactful move to make Bynum treas. Miss Wiles handles Council disbursements, miss. Rodwell handles receipt book and banks money. Miss Rodwell was requested to bring books up to date instead, according to the Pres. she has been involved in stuffing mail.

It was brought out that in order for secy. to function records must be kept where they can be easily gotten to, according to bylaws, it is secy. responsability to keep books. Need for safe place to keep books in council office brought out, if such is provided situation changes.
Motion put on floor by Cleo: That check book, receipt bk. and bank books be kept in the Brotherhood office, that membership cards and all records pertaining to this be kept in Council office. ~~Seconded by Bro. Smith.~~
Bro. Blackston added and that the check, receipt and bank books be made available to secy and asst. when requested by them. seconded by Bro. Smith motion subsequently voted down.

new motion made by Bro. Lawrence that the records be available to secy. and asst. for the performance of their duties and that they be deposited in safe place. Pres. seconded this- after much discussion and comment that this was hollow motion and the observation that the Bd. was obviously not prepared to grapple with real problem involved- motion passed- 9for 4 opposed- 1 abstaining.
At this point ajournment or at least recess untill future date was suggested Quest. of electing treas. raised by Josh- mention of Bro. Bynum's condition and fact that Archie representing Council visited him taking basket- cost $9.22 which is to be reimbursed Archie from treasury. Recess strongly reccomended, Pres. as strongly opposed- Jim Haughton introduced motion that we continue in session for another hour then recess for future date and that time be devoted to office staff. motion passed.

Bro. Epton opened discussion on Bill Jones, prt. time secy. and Jim Haughton volunteer worker. Bill Jones should be in position of providing supervision for other two mentioned. We must spell out his responsabilities for him and he is to report to Bd. on his activities. Clarification of Jim Haughton's role required. According to Jim, he kept Bill Jones and Fred Small apprised of all his activities which concerned the Local.
At this point secy. pointed out that line of responsability did not stop with Bill Jones and Fred Small but should be directed to exec. bd. No one or two individuals should have such authority- detrimental to any organization- all officers must be held accountable to entire exec. bd. in order for organization to function like an organization. Bro. Epton pointed out that position of Chief of staff position should be given to Bill Jonesin directing efforts of other staff members and volunteers to obtaining membership quota set.
Pres. then took floor with complaint that Bill Jones did not keep him informed of things taking place in office, of prt. time secy. duties and also did not give him communications which come into office. H- advised that he holds Bill responsable for carrying out all things agreed upon in bd. meetings. He has discussed ~~a-~~ these problems with Bill Jones and feels quite strongly that the two have reached an impasse and he requests Bill Jones resignation.

Bill Jones promised that exec. Bd. will have written peport and pointed out ~~ht~~ that he had many times advised that a few technitions were being developed in the council and the danger involved in this.
It was here pointed out by Bro. Lawrence that this was a serious thing, Pres. was given authority to appoint Bill with approval of Bd. but has no authority to remove him from position. Feels we should have full report from Fred and Bill at next meeting. Question was brought up as to why situation was not brought

before Bd. before now. Such a situation could not have developed had it been made clear to all members and to the Pres. that he is responsable to exec. bd. and had exec. bd. been advised of all activities of both parties involved. Removing Bill would serve no purpose, he ~~handles-necessary-job and-quite-well.~~ has shown great talent in respect to work of Council.

Bro Epton here expressed that this meeting was called to iron out organizational problems not as a place for personal attacks- allowances must be made for growth- solve problems dont avoid them.
Motion was made by Bro. Lawrense that a log be kept of essential activities of the office and all communications be ~~kept~~ located centrally for accessability of Pres. Motion passed.

Date for next exec. bd. meeting set for Thurs. 2/8 at 7:30

~~suggested-theme-for-next-me~~ next general membership meeting date not set. Should be kickoff for membership drive.

Breakfast at Waldorf Sun. 2/18 at 10:00 A. M. Corinne Smith has requested that council take a table which seats 10.(7.50 per person)
announcement made of first annual dance of the Consolidate Club Fri. 2/9 requested members mske attempt to attend.
Suggested that certain amount of money be stipulated as gift fund for members ill or who pass away.Need for a committee to keep check ~~with~~ those members who are ill or who die.

Meeting ajourned 5:05 P.M.

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
International/Executive Board
Minutes

1963-64

(5)

June, 1963

Minutes of June, 1963, Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
June 3 - 4, 1963.

-oOo-

June 3, 1963

The first session of the June, 1963, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters in Chicago, Illinois, on June 3, 1963.

The meeting was called to order by Board Chairman M. P. Webster. Prayer was offered by Brother A. R. Blanchette. The roll was called by Board Secretary McNeal and the following Board Members answered present:

A. Philip Randolph, International President
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
A. R. Blanchette
A. R. Dailey
G. C. Garren
W. C. Isaacs
James A. Martin
Clement Smith

Minutes of the September, 1962, meeting of the International Executive Board were approved, without change, by a unanimous vote.

The Board then proceeded to adopt the following agenda:

AGENDA

A. PHILIP RANDOLPH

1. Report on status of case of Brotherhood for shorter hours, wage increase and job protection for the Presidential Emergency Board.
2. Fixing of strike date.
3. Strike regulations and instructions.
4. Composition of Emergency Board.

AGENDA

C. L. DELLUMS

5. Discussion of Brotherhood finances.

5a Vacancy in office of Secretary-Treasurer.

A. PHILIP RANDOLPH

6. Press conference on strike date.

A. R. DAILEY

7. Rest periods.

8. Service conferences.

CLEMENT SMITH

9. Assignment of coach lunch carts to train porters.

G. C. GARREN

10. Office secretary at New Orleans.

A. R. BLANCHETTE

11. Job security negotiations with Canadian Railways.

12. Proposed revision of Proration procedure in C.P.R. contract.

13. Clarification re Credits due Extra Man filling a Regular Assignment on Week-end "when train does not operate on Saturday".

14. Problems of some Montreal CPR Porters with the Unemployment Insurance Commission.

15. Bilingualism - a "Fitness" qualification required of CPR Porters for Montreal - Quebec assignment.

16. The Brotherhood's Canadian Bank Account.

BENNIE SMITH

17. Discontinuance of New York Central-Cleveland District.

M. P. WEBSTER

18. Bill No. 1071 before Illinois Legislature.

AGENDA

T. D. McNEAL

19. September, 1962, recommendations of Finance Committee.

20. New rule proposed by Missouri Pacific System on grievances.

APR:

21. Case of Train Porter H. Kelly.

TDM:

22. Salary of Mrs. Ollie M. Palmer.

APR:

23. Salary of Brother A. R. Blanchette.

The Board then proceeded to discuss and make the following decisions on the foregoing agenda:

1. Report on status of case of Brotherhood for shorter hours, wage increase and job protection for the Presidential Emergency Board.

Brother McNeal acquainted the Board with the detailed preparation of some 10 or 11 books of exhibits and charts which have been prepared by the Labor Associates of the Midwest at their Washington, D. C. office. He stated that, in his opinion, the preparation of our case is thorough. Brother McNeal furnished each member of the Board with a list of items of evidence still needed for the Emergency Board (as shown below):

1. Documents on handling dispute.

2. Letters on closing of seniority districts.

3. Away from home expenses of selected individual sleeping car porters.

4. Lists of points where sleeping quarters were eliminated since Word War II.

5. Testimony by the organization to cover

    a. Handling of the dispute (transcript of example to be furnished) covering negotiations, mediation, and emphasizing efforts to bargain a settlement. Mention importance of railroad wage pattern for bargaining history.

b. Sleeping car porter job (example of such testimony by transcript to be furnished) testimony to cover duties and responsibilities.

Other Points:

How can we arrange for Mr. Randolph to see the exhibits?

Close communications with Mr. Oliver in further steps in the dispute.

Brother Randolph agreed to furnish Mr. Oliver's office with the documents on handling the dispute and the letters from Pullman on the closing of seniority districts. Brother Randolph also agreed to testify on the matter listed as "5 (a)". He was given a proposed guide to follow sent by Oliver's office.

Brother Webster agreed to select and coach one or two Chicago porters who will testify on the matter listed as "5 (b)". Brother McNeal furnished him with a copy of testimony given in a previous hearing by a Dining Car Steward which showed the kind and extent of testimony required.

Each Vice President and Brother Blanchette agreed to secure and forward to Brother McNeal as soon as possible the information requested in items 3 and 4 on the above list. Brother Randolph agreed to have Brother McLaurin gather and send to Brother McNeal this same information from the Eastern Zone.

Brother McNeal suggested that the organization retain one of the lawyers connected with Midwest Labor Associates to present our case before the Emergency Board. This suggestion was adopted by common consent.

2. Fixing of Strike Date.

After some discussion and on the recommendation of Brother Randolph, it was unanimously decided that (subject to the approval of such timing by Mr. Oliver of Midwest Labor Associates) on June 10, 1963, the organization will announce a nation-wide strike to become effective at 6 A. M., Local Standard Time, on June 20, 1963.

3. Strike regulations and instructions.

Proposed strike instructions were discussed at length and, because some of the proposed instructions did not properly cover our situation, Brother Randolph appointed a sub-committee composed of Brothers McNeal, Dellums and Blanchette to draft a set of strike instructions fitting for our situation.

4. Composition of Emergency Board.

There was a general discussion of ways and means of seeking to secure the appointment of a fair-minded Emergency Board. Brother McNeal furnished Brother Randolph with a list of qualified persons whom he described as being, in his opinion, fair-minded.

5. Discussion of Brotherhood Finances.

Brother Dellums called the attention of the Board to the following serious situation involving our finances:

(a) During the last 12 months we collected only $41,000 in Annual Tax.

(b) During the last 12 months we collected only $190,298 in dues per capita.

(c) Our net salaries during the last 12 months was $16,797 per month.

(d) Our operating loss (excepting the $25 Special Tax money which is ear-marked for the current fight to cut the hours of work) for the 12 month period was $101,732 or an average monthly loss of $8,478.

(e) Our operating loss for the last 8 months of the current fiscal year is $69,072 or an average monthly loss of $8,633.

Brother Dellums stated that he was calling the foregoing information to the attention of the Board because he felt the Board should be conscious of the fact that if these losses continue for any length of time we will be in the most serious kind of financial trouble - and that if the situation is not corrected within 4 or 5 years, the organization will be through.

There was a general discussion of this serious financial problem, with all apparently agreeing that steps must be taken to cut down on the losses at once and stopping such losses completely through action by the next convention.

5a - Vacancy in Office of Secretary-Treasurer.

The Board discussed at length the problems involved in filling this vacancy. In view of the extreme deficits called to the Board's attention by Brother Dellums during the discussion of Item 5 on the agenda, it was agreed by all participants that the office should be filled without adding to the existing overhead in salaries. Brothers Dellums and McNeal proposed that our financial office be moved to and consolidated with one of the Zone offices and that the Vice President required to take care of this additional work do so with no additional pay. They pointed out that this would save the salary of a Secretary-Treasurer and, in addition, should effect the saving of the salaries of 4 girls now employed in the International office. Brother Randolph said he opposed this idea at this time. He said that while he thought Brother Bowe should have additional pay, he felt certain that he was willing to continue working at his present salary until the matter is finally settled. By common consent it was agreed that the present set-up in the International Secretary-Treasury office would be continued until the next meeting of the Board. Brother Randolph moved that Brother Bowe continue to serve as Acting International Secretary-Treasurer until the next meeting of the Board. The motion was seconded and carried by a unanimous vote.

6. Press Conference on Strike Data:

This item was withdrawn from the agenda by Brother Randolph.

7. Rest periods.

Brother Dailey told the Board that porters on some runs are losing rest because of the practice of The Pullman Company to have two men split the use of a single bed at night. It was agreed that the men should be advised to claim pay for all such loss of rest. Zone Supervisors were instructed to advise all of their locals of this remedy and to see that it is used.

8. Service Conferences.

Brother Dailey protested to the Board against the practice of the Pullman Company in holding separate Service and Safety meetings of the porters and conductors. He urged that the Brotherhood demand that Pullman hold joint meetings of these two groups. A motion was made and carried that this matter be referred to the International President for study and handling.

9. Assignment of Coach Lunch Carts to Train Porters.

Brother Clement Smith acquainted the Board with the fact that the Atlantic Coast Lines demanded that Train Porters handle Lunch Carts in addition to their regular work and threatened that if the porters refused to do so, the railroad would hire someone else to do this work and they would eliminate the job of Train porter. He said that after getting advice from Zone Superivsor McLaurin and conferring with management on the matter, a memorandum was signed to have the porters handle the lunch carts and providing that they receive 5% of the receipts.

The Board went on record instructing all concerned to clear with the International President before signing any agreement containing any feature not in harmony with Brotherhood policies and practices of the past.

10. Office Secretary at New Orleans.

Brother Garren made a highly emotional plea for the salary of the office secretary at New Orleans to be increased $10. per month. Brother Randolph offered and Brother Garren seconded a motion to increase the pay of the New Orleans office secretary $10 per month. The motion was carried.

11. Job Security Negotiations with Canadian Railways.

Brother Blanchette reported to the Board that the concerted efforts of the Canadian railroad unions resulted in an agreement to create a fund financed by 1¢ per hour per employe, to be paid by the railroad, to be used to provide severance pay, supplementary unemployment benefits, etc. - the basic concept of the carrier being to provide such benefits for employes with long years of service. He advised that the unions are not in complete agreement with this view. This report was received by the Board as needed information.

12. Proposed Revision of Proration Procedure in C. P. R. contract.

Brother Blanchette reported that C. P. R. members are anxious to change their contract rules on proration of hours under Rule 5 (a) of their agreement. He said that he feels that the time is ripe for the Organization to make an attempt to revise this rule. Members of the Board, in discussing this matter, made it clear that changing the rule on proration would not produce any additional pay on an annual basis. It was agreed that the International President and the Supervisor of the Detroit Zone should instruct the Canadian Representative to make an effort to bring C. P. R. Rule 6 into line with the similar rule in the Pullman agreement.

13. Clarification re Credits due Extra Man filling a Regular Assignment.

Brother Blanchette stated that C. P. R. Rule 5 (c) should be changed to provide additional pay for extra men who make week-end trips in lines that do not operate on Saturdays. This in order to compensate such extra men for the additional day spent away from home. There was discussion pro and con. The Board ruled that this matter be referred to the International officials involved with the recommendation that they work toward seeking to negotiate relief for such extra men.

14. Problems of Some Montreal C.P.R. Porters with the Unemployment Insurance Commission.

Brother Blanchette advised the Board (as a matter of information) that some of the C. P. R. men have been charged with and convicted of falsifying their earnings for the purpose of increasing their unemployment benefits. The railroad, he said, ruled that the men so charged and convicted would be penalized by the withdrawal of their right to operate on in-charge and/or club car runs.

15. Bilingualism - a "Fitness" Qualification Required of C. P. R. Porters for Montreal - Quebec assignment.

Brother Blanchette advised the Board that on the C. P. R. Montreal - Quebec run the company has made the speaking of French and English a required qualification for porters to operate on this run. After some discussion, the Board suggested that Brother Blanchette review the San Antonio, Texas case of some years ago which involved a Pullman requirement that porters speak Spanish and English and in which the U. S. Railroad Adjustment Board ruled that Pullman was wrong in setting up such a requirement.

16. The Brotherhood's Canadian Bank Account.

The Board discussed but took no action on this subject matter.

The first session of the June, 1963, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 5:30 P. M., June 3, 1963, to re-convene at 11 A. M. on Tuesday, June 4, 1963.

JUNE 4, 1963

The second session of the June, 1963, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters, Chicago, Illinois, at 11 A. M. on Tuesday, June 4, 1963.

At the invitation of International President Randolph, Mr. Alexander Bookstaver, Investment Counselor to the AFL-CIO, appeared before the Board to discuss the Brotherhood investment program and to advise us thereon.

Mr. Bookstaver discussed investments such as short term U. S. Government loans, government insured construction, mortgages, etc. When he was told the amount that the Brotherhood has to invest and it was made clear that the organization wants its funds liquid and fully insured, he then advised that "There is no question but that your best bet is to take your reserves out of U. S. Bonds and savings banks and deposit everything you can get along without for a year - or even six months - in Federally Insured Savings and Loan Associations which are now paying from 4.75% to 4.8%, particularly on the West Coast". He went on to say that such accounts are completely safe and that funds can be withdrawn at any time.

Mr. Bookstaver suggests that we make up a list of the bonds we now have and send the list to him - with the view of him advising us on the matter of the order in which we should cash such bonds and place the funds in saving and loan association investment accounts.

Following Mr. Bookstaver's appearance, the Board discussed his advice and agreed that since the Board itself had decided at its September, 1962, meeting in Montreal to do exactly what Mr. Bookstaver recommended, we should move forthwith to convert our bonds and low interest bank accounts into federally insured savings and loan association investment accounts.

17. Discontinuance of New York Central-Cleveland District.

Brother Bennie Smith advised the Board that the New York Central plans to abolish their Cleveland porters seniority district on September 1, 1963. He said the Cleveland men involved want to keep their layovers in Cleveland. The Board, by unanimous vote, directed that, since men on the NYC rosters at Chicago and New York will also be affected, any understanding reached with the railroad in this matter shall reflect the joint thinking of the Detroit, Chicago and New York Zone Supervisors.

19. September, 1962 Recommendations of Finance Committee.

Brother McNeal withdrew this item from the agenda. He explained that because of the Board's action on Mr. Bookstaver's recommendation, he considered further action unnecessary.

Brother Dellums stated that he felt the Board should again take positive action on this subject. He offered a motion, seconded by Brother Isaacs, that the Board instruct Brothers Webster and McNeal to go to New York as soon as possible - to then proceed with Brothers Randolph and Bowe to get the organization's bonds from the safe deposit box and to carry out the mandate of the Montreal Board meeting and Convention concerning the investment of our funds. The motion was carried unanimously.

Brother Randolph appointed Brothers Webster, Dellums, McNeal, Dailey and Bowe to the Finance Committee. These appointments were unanimously approved by the Board.

A draft of strike instructions submitted by a sub-committee composed of Brothers Dellums, McNeal and Blanchette was approved by the Board, subject to final approval by our lawyer.

20. New Rule Proposed by Missouri Pacific System on Grievances.

Brother McNeal advised the Board that the several railroads comprising the Missouri Pacific System are demanding that all unions representing their employes agree to waive investigations in minor cases. Brother McNeal said that he has instructed each General Chairman involved to refuse to sign such memorandums and to refer each such request to him. The Board went on record directing that this movement be resisted to the fullest possible extent.

21. Case of Train Porter H. Kelly.

Brother Randolph told of receiving a telephone call from a lawyer at El Paso who represents ex-train porter Kelly. Brother McNeal told the Board that Kelly was fired for insulting a woman passenger. He chose to represent himself in the hearing and said nothing to the organization about having a charge against him until after he had been fired and the appeal period had expired. There being no basis on which to carry the case to the Adjustment Board and no evidence in Kelly's behalf, Brother McNeal and General Chairman Lewis proceeded to try and get him back to work, without claiming pay for time lost.

A tentative agreement was reached with S. P. management to put him back to work. Kelly was advised that a conference had been scheduled with management to put the tentative agreement into effect. Brother McNeal went on to say that on the night before the conference with management was scheduled Kelly phoned General Chairman Lewis and, according to Lewis, said "If the union can do no more than get my job back, forget about it. I have hired a lawyer who will make the company pay for all the time I have lost". General Chairman Lewis told him that because he (Kelly) had let the appeal period pass before he told the union about his trouble, the union could not force the railroad to do anything. Kelly told Lewis that unless the union got every dime he had lost, he wanted his lawyer to handle his case. General Chairman Lewis relayed this information to Brother McNeal who instructed him to advise the railroad that since Kelly had hired a lawyer to represent him, the Brotherhood was withdrawing from the case.

Brother McNeal said that both before and since that time, he wrote Kelly explaining fully the organization's position. Brother Randolph asked Brother McNeal to write Kelly, again, explaining the position of the Brotherhood.

22. Salary of Mrs. Ollie M. Palmer.

After quite some discussion of the subject matter, Brother McNeal moved that the salary of Mrs. Palmer, Secretary in the St. Louis office, be increased from $368.32 to $388 per month. The motion was seconded by Brother Dailey and was carried.

23. Salary of Brother A. R. Blanchette.

Brother Randolph proposed that Brother Blanchette's salary should be adjusted, upward. In answer to a question, Brother Blanchette stated that he felt that he is entitled to $750.00 per month. After a full discussion of Brother Randolph's proposal, no motion on the matter was offered.

18. Bill No. 1071 Before Illinois Legislature.

Brother Webster acquainted the Board with the intense fight he has led this year to prevent the Illinois Legislature from passing a "Full Crew" law which would have the effect of eliminating Train Porters and Chair Car Porters from the crews of passenger trains in Illinois. During the course of this fight he and members of his staff have found it necessary to spend considerable time in Springfield, the State Capitol, where they faced and overcame the opposition of several operating unions and even some of the Negro Legislators. Brother Webster reported that he had the matter under control.

There being no further business to transact, the June, 1963, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at Chicago, Illinois, June 3-4, 1963, adjourned at 5 P. M. on June 4, 1963, subject to call in accordance with the Constitution of the organization.

Fraternally submitted

M. P. Webster, Chairman

T. D. McNeal, Secretary.

TDM/op

January, 1964

Minutes of January, 1964, Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
January 7 - 9, 1964

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January 7, 1964

The first session of the Special January, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters in Chicago, Illinois, at 12:10 PM on Tuesday, January 7, 1964.

The meeting was called to order by Board Chairman Milton P. Webster. Prayer was offered by Brother A. R. Blanchette. The roll was called by Board Secretary McNeal and the following Board Members answered present:

A. Philip Randolph, International President
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
A. R. Blanchette
A. R. Dailey
G. C. Garren
W. C. Isaacs
James A. Martin
Clement Smith
(Acting International Secretary-Treasurer Bowe sat in as a visitor)

Minutes of the June, 1963, meeting of the International Executive Board were approved, without change, by a unanimous vote.

The Board then proceeded to adopt the following agenda:

A. PHILIP RANDOLPH

1. Review of negotiations for 40-hour week, wages and job protection.

2. Movement to apply 40-hour week to other employes represented by Brotherhood of Sleeping Car Porters.

3. Examination of changes in rules, proposed by Pullman, Rock Island and New York Central, affected

AGENDA

by reduction to 40-hour week.

3a-Cost of professional services rendered by Midwest Labor Bureau for work for the Brotherhood.

4. Report on Finances by Acting International Secretary-Treasurer.

5. Building Brotherhood fund to protect gains with a tax of $50.00.

6. Consideration of invitation of Reuther for Brotherhood of Sleeping Car Porters to affiliate with Industrial Union Department, AFL-CIO.

7. Resolution of appreciation to George Meany, George Harrison and RLEA for support of Brotherhood of Sleeping Car Porters' fight for shorter hours, job protection, et cetera.

8. Increase in salary of Acting International Secretary-Treasurer by $100.00 to be retroactive to beginning of his term.

A. R. DAILEY:

9. Service conferences.

A. PHILIP RANDOLPH

10. Campaign to improve service of porters on cars.

C. SMITH

11. Railroad mergers.

C . L. DELLUMS

12. Next meeting of International Executive Board.

A. R. BLANCHETTE

13. Canadian bank account.

A. R. BLANCHETTE:

14. Promotion of sleeping car porters on C. P. R.

A. PHILIP RANDOLPH:

15. Promotion of sleeping car porters, chair car porters and train porters to higher echelons of service with Pullman and the railroads.

G. C. GARRAN:

16. Resolution of New Orleans Division.

T. D. McNEAL:

17. Notices to railroads where members work on a mileage basis.

Brother Randolph moved that this January, 1964, meeting of the Board take the place of and be considered as being held in lieu of the regularly scheduled meeting of March, 1964. The motion was seconded by Brother McNeal and was carried unanimously.

The Board then proceeded to discuss and make the following disposition and decisions on the foregoing agenda:

1. Review of negotiations for 40-hour weeks, wages and job protection.

Brothers Randolph and Webster gave the Board a full and detailed resume of the negotiations, etc., leading to the Organization's victory in securing the 40-hour week, job protection and pay increase for our sleeping car porter members. On a motion by Brother McNeal, the Board went on record commending the Negotiating Committee, and particularly Brothers Randolph and Webster on the effective job they did in this situation.

2. Movement to apply 40-hour week to other employes represented by Brotherhood of Sleeping Car Porters.

Brothers Randolph and Webster discussed the importance and necessity of moving immediately to reduce the hours of work of our other members, including train porters, chair car porters and attendants and dining car employes. Brother Randolph moved that the Organization serve, within 10 days after this Board meeting, Section 6 Notices on railroads employing on an hourly basis our members who are train porters, chair car porters, attendants or dining car employes, etc., - such notices to embrace demands for a 174-hour month and the whole package for which other non-op unions are now negotiating (including wages and fringe benefits) and that a strike vote be taken among members in each such bargaining unit for the purpose of enforcing these demands. Brother Dellums seconded the motion and it was carried unanimously.

3. Examination of changes in rules, proposed by Pullman, Rock Island and New York Central, affected by reduction to 40-hour week.

This item of the agenda was held in abeyance until a sub-committee composed of Brothers Dellums and McNeal could discuss such proposed changes with The Pullman Company.

3a. Cost of professional services rendered by Midwest Labor Bureau for work for the Brotherhood.

Brother Randolph advised that the Midwest Labor Associates advises that their bill, as of now, is $43,900. The Board expressed satisfaction with that figure and by a unanimous vote approved payment of this bill.

The first session of the January, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in the Board Room of the Chicago Zone Headquarters, Chicago, Illinois adjourned at 4:40 P. M., January 7, 1964, to re-convene at 11 A. M. on Wednesday, January 8, 1964.

January 8, 1964

The second session of the January, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters oonvened in the Board Room of the Chicago Zone Headquarters, Chicago, Illinois at 11 A.M. on Wednesday, January 8, 1964. Board Chairman Webster called the meeting to order. Prayer was offered by Brother Garran. The roll call showed all members present.

The Board proceeded to discuss, dispose of and make decisions on the matters on the agenda as follows:

4. Report on Finances by Acting International Secretary-Treasurer.

For the information and scrutiny of the Board, Acting International Secretary-Treasurer W. H. Bowe made a detailed financial report-copy of which he had previously furnished each Board Member. Several members of the Board asked questions, most of which had to do with recommendations of the Finance Committee and directions by the Board to effect savings in the operation of the International office. Several members commended Brother Bowe for his promptness in moving ahead with the re-investment program after bonds were turned over to him for that purpose. Since his report was for information, no action was taken by the Board.

In order to permit the sub-committee composed of Brothers Dellums and McNeal to confer with The Pullman Company on the matter of changes in rules necessitated by the reduction in hours and overtime spread, the Board recessed from 12:40 PM to 2:30 PM.

3. Examination of changes in rules, proposed by Pullman, Rock Island and New York Central, affected by reduction to 40-hour week.

Brothers Dellums and McNeal reported to the Board on their conference with The Pullman Company concerning changes in rules made necessary by reductions in hours of work and in spread in overtime. Pullman, they reported, had agreed to consider our proposal that extra men continue to operate first-in, first-out, until they accumulate the basic month and that Pullman agreed to all other changes in the proposed draft on vacations suggested by the sub-committee. It was agreed to discuss this matter further after a final conference with Pullman.

5. Building Brotherhood fund to protect gains with a tax of $50.00

Brother Randolph stated that in order to protect the gains we have made we must build financial power. He asked the Board to consider the levying of a $50. assessment on the membership to accomplish this purpose on the basis of each member paying $25 at once and the balance of $25 to be paid later in two payments.

There was general discussion of this matter with most of the Board members expressing opposition to an assessment of more than $25 and also expressing the feeling that chair car, train porter and dining car members should not be required to pay this 2nd assessment until their hours are reduced.

Following this discussion Brother Randolph stated that he would levy an assessment of $25 per member for the purpose of building the financial structure of the organization. He requested the approval of the International Executive Board.

Brother Dellums moved that the Board approve the levying of an assessment of $25 per member and, that collection from those members in bargaining units whose hours of work have not yet been reduced be deferred until such hours are reduced. Brother McNeal seconded the motion. The motion carried without a dissenting vote. (Brother Webster did not vote on this question)

Brother Dellums then moved that the effective date of this assessment be the same as the effective date of each bargaining unit agreement providing for the reduction of hours and that the deadline for payment by members in each bargaining unit be 30 days after the effective date of such agreements. The motion was seconded by Brother Isaacs. This motion carried without a dissenting vote. (Brother Webster did not vote).

6. Consideration of invitation of Reuther for Brotherhood of Sleeping Car Porters to affiliate with Industrial Union Department, AFL-CIO .

Brother Randolph read a letter from President Walter Reuther of the United Automobile Workers urging that the B. S. C. P. affiliate with the Industrial Union Department of the AFL-CIO. Brother Bennie Smith moved that this invitation be held in abeyance until the next meeting of the Board with the view of determining the cost, etc. Brother Dellums seconded the motion and it was carried unanimously.

7. Resolution of appreciation to George Meany, George Harrison and RLEA fo support of Brotherhood of Sleeping Car Porters' fight for shorter hours, job protection, et cetera.

Brother Randolph moved that the Board approve a resolution expressing the Brotherhood's appreciation for the outstanding support extended us by Pres. George Meany - AFL-CIO , Pres. George Harrison, Brotherhood of Railway Clerks and by the Railway Labor Executive Association in our fight for the 40-hour week, job protection and pay raise. Brother McNeal seconded the motion and it was unanimously carried.

The second session of the January, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 4:35 PM, January 8, 1964, to re-convene at 11 AM on Thursday, January 9, 1964.

January 9, 1964

The third session of the January, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters, Chicago, Illinois at 11:25 AM on Thursday, January 9, 1964. Board Chairman Webster called the meeting to order. Prayer was omitted. The roll call showed all members present.

The Board proceeded to handle items on the agenda as follows:

8. Increase in salary of Acting International Secretary-Treasurer by $100.00 to be retroactive to beginning of his term.

Brother Randolph, after giving several reasons why such action should be taken, offered a motion to increase the pay of Acting International Secretary-Treasurer W. H. Bowe by $100 per month and to make it retroactive to the beginning of his term. The motion was properly seconded. There was an extended discussion of this matter. The motion passed by a vote of 8 to 2, with one member not voting. Brother Dellums requested that the record show that he voted against this proposal not because he opposed the raise, but because he opposed the retroactive pay.

9. Service conferences.

Brother Dailey asked that the organization write Pullman requesting that Service and Safety meetings of conductors and porters be held jointly. Brother Dellums urged that no issue be made of this matter. Further discussion disclosed that, in several districts, the company is already holding such joint meetings. Brother Garren moved that Brother Randolph send a letter to Pullman "suggesting" that these meetings be held jointly. Brother Dailey seconded the motion. The moion carried.

10. Campaign to improve service of porters on cars.

Brother Randolph told the Board of having received a letter from a college professor complaining about the poor service being rendered by porters. He suggested that the organization should put on a campaign to improve the service - advise the carriers of our effort and urge them to join our effort by improving the equipment and schedules. A motion to this effect was unanimously carried.

11. Railroad mergers.

Brother Clement Smith called attention of the Board to the serious effect upon employes of railroad mergers. He gave details of the serious situation existing on his railroad and among his Local's membership resulting from a merger. It was agreed by the Board that the Brotherhood of Sleeping Car Porters must take all possible steps to protect our members in this situation by seeking to gain representation of all train porters, coach porters, mail porters and dining car employes who are involved in this merger.

12. Next meeting of International Executive Board.

Brother Dellums moved that the next meeting of the Board be held on the first Monday in October, 1964. Brother Isaacs seconded the motion which was carried by a unanimous vote.

13. Canadian bank account.

Brother Blanchette reminded the Board that the September, 1962, meeting of the Board took action to reduce our Canadian bank account to $3,000. He stated that this directive has not been followed up and that he is now advised that the balance in our Montreal account is now about $10,000. He suggested that the excess be placed in a savings account in Canada at 3% interest.

Brother McNeal moved that the Canadian balance be reduced to $3,000 as previously directed and that Brother Blanchette be requested to furnish the Board with information on interest rates being paid by Canadian Savings and Loan Associations. Brother Dellums seconded the motion which carried unanimously.

14. Promotion of sleeping car porters on C. P. R.

Brother Blanchette informed the Board that as a result of conferences and negotiations he has had with the C. P. R., that railroad now has three Negro sleeping car conductors who are retaining their sleeping car porter rights--plus a promise from the carrier to promote porters to inspectors, etc. The Board went on record commending Brother Blanchette for this achievement.

15. Promotion of sleeping car porters, chair car porters and train porters to higher echelons of service with Pullman and the railroad.

Brother Randolph stated that there must be an organized, definitive effort to upgrade Negro workers. He pointed out several of the economic factors working against the unskilled Negro worker. He suggested that we confer with The Pullman Company and the rail--roads in an effort to get them to open opportunities in higher echelons for Negroes and to implement such a plan with on-the-job, in-plant training in order to permit them to qualify. A motion was carried instructing the International President to draw up a plan to effect this end and to present it at the next meeting.

16. Resolution of New Orleans Division.

Brother McNeal told the Board that both the New Orleans and Dallas Locals had passed resolutions commending the International Organization on the job done in reducing hours, increasing pay and providing job protection. The Board went on record expressing its appreciation to these Locals.

17. Notices to railroads where members work on a mileage basis.

Brother McNeal called the Board's attention to the fact that three of the operating groups, including the Trainmen, have reached a settlement with the railroads providing 10.23¢ per hour to be converted to health and welfare benefits. He said that in view of the fact that train porters on the Missouri Pacific, Texas and New Orleans, Sante Fe and Kansas City Southern have been traditionally carried piggyback with the Trainmen, the Organization should immediately serve notices on these roads for the application of these benefits to our membership whom they employ. By common consent it was agreed that Brother Randolph would proceed with these notices.

3. Examination of changes in rules, proposed by Pullman, Rock Island and New York Central, affected by reduction to 40-hour week.

After being informed that Pullman had agreed to all changes in the proposed draft of rule changes suggested by our sub-committee, the Board, by common consent, approved the agreed-to changes in the Vacation Agreement and Rules 21 and 46.

There being no further business to transact, the January, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at Chicago, Illinois, January 7-9, 1964, adjourned at 4:55 PM on January 9, 1964, to meet again on the first Monday in October, 1964, or subject to call in accordance with the Constitution of the Organization.

Fraternally submitted,

Milton P. Webster, Chairman
T. D. McNeal
T. D. McNeal, Secretary.

TDM/op

October, 1964

Minutes of October, 1964, Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
Held at

Chicago, Illinois
October 5 - 6, 1964

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October 5, 1964

The first session of the October, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters in Chicago, Illinois, at 1:30 PM on Monday, October 5, 1964.

The meeting was called to order by Board Chairman Milton P. Webster. Prayer was offered by Brother A. R. Blanchette. The roll was called by Board Secretary McNeal and the following Board Members answered present:

A. Philip Randolph, International President
M. P. Webster, 1st International Vice President
Bennie Smith, 2nd International Vice President
C. L. Dellums, 3rd International Vice President
T. D. McNeal, 4th International Vice President
A. R. Blanchette
A. R. Dailey
G. C. Garran (Came in at 2 P. M.)
W. C. Isaacs
James A. Martin
Clement Smith
(Acting International Secretary-Treasurer Bowe was present)

Minutes of the January, 1964, Meeting of the International Executive Board were approved, without change, by a unanimous vote.

A. PHILIP RANDOLPH

1. W. H. Bowe - International Executive Board.
2. New York Central Pillow Case.
3. Pennsylvania to take over Pullman cars.
4. Chicago, Burlington & Quincy Strike Vote and Emergency Board - 40 hours.
5. Brotherhood of Sleeping Car Porters moves to regain Porters on New Haven.

AGENDA

6. Atlantic Coast Line and Representation Election.

7. Seaboard Airline and Train Porters.

8. Comprehensive Financial Program for Rehabilitation and Consolidation of Brotherhood Finance.

JAMES A. MARTIN

9. Indian Cars on Super Chief.

CLEMENT SMITH

10. Detraining of train porters by conductor while on duty away from home terminal.

C. L. DELLUMS

11. 1965 Convention City.

12. Executive Board Secretary and Minutes.

13. Acting International Secretary-Treasurer and certain functions.

A. R. BLANCHETTE

14. Frequency of International Conventions.

15. Wage Increase, effective January 1, 1964, won for Sleeping Car Porters of the Canadian Pacific Railway Company.

16. Savings and Loan Associations in Canada.

17. Deletion of Paragraph 4 in Addedum No. 1, Article III - Deduction of Dues, in existing Collective Agreement with the C. P. R.

18. Highlights of Job Security Program currently being negotiated with Canadian Railway Carriers for their Non-Operating Employees.

T. D. McNEAL

19. Illinois Central.

M. P. WEBSTER

20. Housing - New York.

21. McLaurin Situation.

AGENDA

G. C. GARRAN

22. Sleep Periods.

The Board then proceeded to discuss and to make the following dispositions of and decisions on the foregoing Agenda:

1. W. H. Bowe - International Executive Board.

Brother Randolph advised the Board that under the Constitution of the Brotherhood, Brother Bowe is automatically a member of the International Executive Board. There was discussion of this matter by Brother Dellums who disagreed with Brother Randolph's interpretation of the Constitution.

Brother Dellums took the position that the Board must approve the selection of the International Secretary-Treasurer. Brother Webster supported the position of Brother Dellums.

Brother Randolph then moved that Brother William H. Bowe be made International Secretary-Treasurer of the Brotherhood. This motion was seconded by Brother Bennie Smith. Opposition was expressed by Brother Dellums who pointed out that making Brother Bowe International Secretary-Treasurer at Brother Totten's former salary would add to the deficits of the Organization which are now current. Brother Dellums repeated several of the reasons given in previous discussions of this matter. The discussion was participated in by most of the Board Members.

Brothers Blanchette and Webster urged that this matter be held in abeyance until the 1965 International Convention.

Brother McNeal offered a substitute motion that the permanent filling of the position of International Secretary-Treasurer be held in abeyance until the 1965 Convention. Brother Dellums seconded the motion. The motion carried without a dissenting vote.

2. New York Central Pillow Case.

Brother Webster acquainted the Board with the fact that the New York Central Railroad started some time ago requiring Club Car porters to sell pillows in coaches. A case, charging violation of the agreement, was initiated in this matter and was progressed to the National Railroad Adjustment Board. Decision of the Board was against us. We then tried to negotiate a change in the Agreement and, in direct negotiations we failed to correct this situation. The dispute was then carried to the National Mediation Board where the matter is still pending. Brother Webster advised the Board that he felt that it will be finally necessary to take a Strike Vote on this matter and try to get an Emergency Board to settle the dispute. He pointed out, in passing, that the New York Central men themselves are weak.

Brother Randolph stated that the New York Central men in New York are now showing real union spirit and have indicated that they are willing and ready to vote to strike on this issue.

The Board approved the steps contemplated by the officers.

3. Pennsylvania to take over Pullman cars.

Brother Randolph told the Board that in a conference with the Pennsylvania Railroad, we were advised by officers of that Carrier that the Pennsylvania intends to take over the operation of their sleepers and that the representation will be held by the Food Workers Union under an existing agreement. He stated that we were further advised that the rates of pay will be negotiated between the Railroad and the Food Workers Union; that the Railroad intends to use about 96% of men now working on sleeping cars on the Pennsylvania; that the railroad intends to set up System Seniority and that the hours of work will be 205 per month instead of the 174-hour now in effect under the Pullman agreement on the Pennsylvania.

Brother Randolph stated that the organization will vigorously oppose these plans and seek to apply the provisions the Randolph-Wolfe Agreement of December, 1963.

Brother McNeal moved that the International Executive Board instruct the officers to use every resource at their command to oppose the plans projected by the Pennsylvania Railroad and to force the railroad to live up to the Randolph-Wolfe agreement of December, 1963. This motion was seconded by Brother Randolph. The motion was unanimously carried.

4. Chicago, Burlington & Quincy Strike Vote and Emergency Board - 40 hour.

Brother Webster acquainted the Board with the opposition of the Chicago, Burlington and Quincy Railroad system to our hours reduction program for their dining car employes, all of whom are represented by the Brotherhood of Sleeping Car Porters. Our efforts in direct negotiations have failed. We are now in mediation which Brother Webster stated he expects to fail. A Strike Ballot has now been spread and the balloting on this question will be finished within the next week.

The organization is preparing its case for an Emergency Board which we hope to secure.

Brother Webster informed the Board that a merger of the Chicago, Burlington & Quincy, Northern Pacific and the Great Northern Railroads is pending. He stated that this will lead to a representation election among the combined group of dining car men on the merged properties. He stated that this election must be won by the Brotherhood in order to protect our CB&Q Dining Car members.

Brother McNeal moved that the Board go on record approving the steps being taken to reduce the hours of work on the CB&Q Railroad System. The motion was seconded by Brother Dailey and was carried unanimously.

5. Brotherhood of Sleeping Car Porters moves to regain Porters on New Haven.

Brother Randolph revealed the history of representation of New Haven, Parlor and Lounge Car porters whom we lost to the dining car employes' union. He stated that the men involved have asked the Brotherhood to take them back. An election was requested of the Mediation Board by the Brotherhood. The Hotel & Restaurant Employees' union, of which the dining car unions are a part, filed charges before the AFL-CIO against the Brotherhood under Section 2 of the Constitutional Article on raiding. The Organization then decided to withdraw its request for an election. Brother Randolph advised the Board that the Brotherhood now proposes to seek, under Section 4 of the Constitutional Article on Raiding, to secure from the AFL-CIO the right to proceed with such an election.

Brother Dellums moved that the Board go on record approving Brother Randolph's plan to seek, under Section 4 of the no raiding provision, to get AFL-CIO authorization to engage in an election with the view of getting the New Haven men back in the Brotherhood. Brother Randolph seconded the motion. The motion was carried without a dissenting vote.

6. Atlantic Coast Line and Representation Election.

Brother Randolph reviewed the effort made by the Brotherhood to win an election among the Atlantic Coast Line dining car employes, the complaint by the Hotel & Restaurant Employes International Union through the AFL-CIO, the filing of charges against the Brotherhood by the Hotel & Restaurant Employees Union in the AFL-CIO and the cancellation of the Brotherhood's request for the Mediation Board's services. He said that no further effort will be made in this situation until the merger between the Atlantic Coast Lines and the Sea Board Air Line is effected - at which time he stated we will seek to win an election among the combined train porter group. This, Brother Randolph stated, was for the information of the Board.

Brother Webster commented, at length, on the errors made by Brother McLaurin in the Atlantic Coast Line case.

7. Seaboard Airline and Train Porters.

Brother Randolph advised that we already have a majority of the Train porters on the Seaboard and will soon move to secure representation. By common consent, the Board approved this project.on the Seaboard Air Line Railroad.

(Item 8 on the Agenda was temporarily passed.)

9. Indian Cars on Super Chief.

Brother Martin informed the Board that the so-call "Indian" cars on the Super Chief work a hardship on porters because the only place the porter can place the porter's seat is under an air grill which exposes them to drafts. Brother Webster stated that he took this matter up with the company and was advised that the Sante Fe refused to set aside a room for porters. Brother Webster suggested that this situation be the subject of a high level conference between the organization and the Pullman Company in order that pressure on the Sante Fe through The Pullman Company may be kept up. Brother Randolph agreed to put this item on his agenda for the discussion with The Pullman Company in his next conference with them. By common consent the Board agreed to this procedure.

10. Detraining of train porters by conductor while on duty away from home terminal.

Brother Clement Smith told the Board that recently a train porter on the Atlantic Coast Line was put off the train and ordered off of railroad property by city police at the request of the train conductor at an away-from-home station. He said that the porter was charged with insubordination and vicious conduct. Further, the Superintendent has suggested that the porter will be fired. Brother Webster suggested that the case be appealed, carried to the Adjustment and a suit filed, if the Board's decision is against us. Brother Webster strongly suggested to Brother Randolph that he see to it that Brother McLaurin's letter of appeal be brief and to the point rather than the usual two or three pages of argument. By common consent the Board approved the suggested handling as outlined by Brother Webster.

11. 1965 Convention City.

Brother Dellums moved that the 1965 International Convention of the Brotherhood be held in Chicago. The motion was seconded by Brother Randolph. The motion was unanimously carried.

12. Executive Board Secretary and Minutes.

Brother Dellums suggested and Brother Randolph moved that the Secretary of the International Executive Board go through the Minutes after each meeting of the Board and send letters to all officers involved, calling their attention to matters the Board has directed them to take care of. The motion was seconded by Brother Isaacs and was unanimously carried.

13. Acting International Secretary-Treasurer and Certain Findings.

Brother Dellums suggested that the Acting International Secretary-Treasurer send a copy of forms used to call Local Secretaries' attention to errors to the Zone Supervisor. He explained that the Zone Superivor needs to know of these errors in order that he may properly cooperate in bringing about corrections. Brother Bowe, who was present, agreed to follow this suggestion.

Brother Dellums then suggested that Brother Bowe call to the Zone Supervisor's attention any failure by Locals to observe rules of the organization on the handling of funds. Brother Bowe agreed to carry out this suggestion.

The First Session of the October, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in the Board room of the Chicago Zone Headquarters, Chicago, Illinois, adjourned at 4:55 P. M. October 5, 1964, to reconvene at 11:30 A. M. on Tuesday, October 6th, 1964.

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October 6, 1964

The second session of the October, 1964, meeting of the International Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Headquarters, Chicago, Illinois, at 11:40 A. M., on Tuesday, October 6, 1964. Board Chairman Webster called the meeting to order. Prayer was offered by Brother Garran. The roll-call showed all members present. Acting International Secretary-Treasurer Bowe was also present.

The Board proceeded to discuss, dispose of and make decisions on the matters on the Agenda as follows:

8. Comprehensive Financial Program for Rehabilitation and Consolidation of Brotherhood Finance.

Brother Randolph stated that since it is clear that the membership will not be increased, he recommends that dues be increased $2.00 per month to $7.00 and that the annual assessment be raised to $25.00. He discussed at length the reasons he had for this recommendation. He urged that the idea be approved and that efforts be started to sell the program to the men in each Local Division. Brother McNeal pointed out that the recommendation of Brother Randolph involves an additional $3.25 per man, per month, or $39.00 more per year for a total of $109.00 per man per year - which, he said, represents an increase of about 56% contribution from the membership.

Brother Blanchette suggested that dues be raised to $6.50 and the assessment remain at $10.00 per year. He said that this could be sold to the men in Canada.

Brother Dellums urged the adoption of Brother Randolph's suggestion, without compromise. However, he said, if any compromise is made, the dues should be raised $2.00 and then debate the matter of the amount of the Annual Assessment.

Brother Isaacs stated that he supported the Randolph recommendation in full.

Brother Dailey expressed his personal support but expressed fear that we may lose some of the groups we now represent.

Brother Clement Smith expressed support of the increase of dues by $2.00 per month and some increase in the assessment. He pointed out the fact that we are facing in some situations a union (The International Association of Railway Employes) that sells itself on its cheap dues.

Brother Martin expressed support of the increase suggested by Brother Randolph. He said that, in his opinion, our experience in the last three years has educated the membership.

Brother Bowe expressed support of the Randolph idea because, he said, there is no indication that there can be any substantial decrease in our operating expenses.

Brother Garran expressed a belief that the membership at New Orleans will pay the increases without any complaint.

Brother McNeal pointed out that the suggested increases would probably cause us to lose the pending election on the Illinois Central and possibly lose a few of the smaller groups the organization now represents.

Brother Webster stated that we should first determine our potential now, the additional money that is required, and then determine the very best way of raising the additional funds. Then, he said, after a plan has been adopted, everyone involved should make it a number one project to convince the men that the program is a must. He suggested that a sub-committee of the Finance Committee make study of the need and the potential between the next (1965) Convention and the Convention in 1968. He said that if all officers make a hard, consistent campaign, the men and the Locals can be sold prior to the 1965 convention.

Brother Blanchette stated that he has no timidity about pushing whatever program is adopted, in Canada.

Brother Randolph moved that the Board approve the plan to raise additional funds, within the limits of a $2.00 per month increase in dues, which was definitely decided upon, and up to $15.00 per year increase in the annual assessment, the exact amount of increase in the assessment to be determined after determination is made of needs, potential and method of application. The motion was seconded by Brother Bennie Smith. The motion was carried without a dissenting vote.

14. Frequency of International Convention.

Brother Blanchette moved that the Board recommend to the 1965 International Convention that Conventions be held quadrennially instead of triennially. The motion was seconded by Brother Randolph. The motion was carried. Brothers Webster and Garran requested that the record show that they opposed this proposal.

15. Wage Increase, effective January 1, 1964, won for Sleeping Car Porters of the Canadian Pacific Railway Company.

Brother Blanchette gave the Board details of the wage increase (19.1 cent average) won by the Non-Ops in Canada on the Canadian Pacific Railroad. He advised that members of the Brotherhood on this property will receive an increase of 17¢ per hour. A motion was carried congratulating Brother Blanchette on this achievement.

16. Savings and Loan Associations in Canada.

Brother Blanchette submitted information on Saving and Loan Associations in Canada, which he stated are called "Trust and Mortgage Loan Companies". Brother Blanchette said that he was told that the minimum interest rate is 4½%. He advised the Board that he would continue his investigation of this matter in order that the Board may be fully and officially informed.

17. Deletion of Paragraph 4 in Addendum No. 1, Article III - Deduction of Dues, in existing Collective Agreement with the C. P. R.

Brother Blanchette proposed the deletion of the Paragraph mentioned in the caption of this item. Brother Dellums moved that this subject matter be referred to the Interna-President, the International Vice President (Smith) and Brother Blanchette. The motion was carried.

18. Highlights of Job Security Program currently being negotiated with Canadian Railway Carriers for their Non-Operating Employees.

Brother Blanchette gave the Board information on highlights of the job security program now being negotiated with the Canadian Railroads for Non-Operating employees. This, he stated, was for the information of the Board.

19. Illinois Central.

This item was withdrawn by Brother McNeal.

20. Housing - New York.

Brother Webster reviewed correspondence the Board received from the International President concerning a proposed joint sponsorship with the Teachers' Union of a housing project at New York. Brother Randolph stated that the idea has been dropped. He stated that he has agreed to participate in this project with the Teachers' union as an individual and that the Brotherhood of Sleeping Car Porters is not in any way involved.

21. McLaurin Situation.

Brother Webster reviewed the record of errors and instances in which Brother McLaurin has demonstrated what Brother Webster described as "A lack of understanding of Brotherhood Agreements and proceedures" and instances in which he has "shown a lack of respect for those charged with responsibility of running the organization." He insisted that something must be done to impress and convince Brother McLaurin that he must correct these shortcomings.

Brothers McNeal, Dellums, Blanchette and Randolph participated in a full discussion of this matter.

Brother McNeal moved that the Board go on record instructing Brother Randolph to call Brother McLaurin in and inform him of the Board's grave concern over his shortcomings and advise him that if his conduct of his job does not improve the Board will consider removing him from the payroll. Brother Garran seconded the motion. The motion was unanimously carried.

22. Sleep Periods.

Brother Garran told the Board that on some runs out of New Orleans baggage is stored in the place provided for porters to sleep and the men therefore cannot secure their rest periods. Brother Garran did not claim that the men are ordered to store luggage in this space.

Brother Webster advised that it is the intent of the Negotiating Committee to take up with The Pullman Company the whole subject matter of sleep and sleeping accommodations.

Brother Bowe raised the question of how much balance should be maintained in New York banks. The Board, on motion by Brother Blanchette, seconded by Brother Dellums, directed that the Acting International Secretary-Treasurer reduce the total New York balances to $75,000.00, and deposit the overage in Federally insured Savings and Loan accounts. The motion further directed Brother Bowe to maintain a checking account balance of about $30,000.00 and that the balance of the $75,000. should be deposited in a New York Savings Account and transferred to the checking account as needed. The motion was unanimously carried.

There being no further business to transact, the October, 1964, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at Chicago Illinois, October 5-6, 1964, adjourned at 4:15 P. M. on October 6, 1964, to meet again just prior to the September, 1965, International Convention, or subject to call in accordance with the Constitution of the Organization.

Fraternally submitted

Milton P. Webster, Chairman
T. D. McNeal
T. D. McNeal, Secretary.

TDM/op

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS.
International/Executive Board
Minutes

1965-77

(L)

September, 1965

MINUTES OF THE SEPTEMBER, 1965, PRE-CONVENTION MEETING
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
CHICAGO, ILLINOIS
SEPTEMBER 9 - 10, 1965

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September 9, 1965

The first session of the September, 1965, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters in Chicago, Illinois, at 11.00 A.M. on September 9, 1965.

The meeting was called to order by International President A. Philip Randolph. Prayer was offered by Brother A. R. Blanchette. The roll was called by Board Secretary McNeal and the following Board Members answered present:

A. Philip Randolph,	International President
Bennie Smith, 1st	International Vice-President
C. L. Dellums, 2nd	International Vice-President
T. D. McNeal, 3rd	International Vice-President
A. R. Blanchette	
A. R. Dailey	
W. C. Isaacs	
Clement Smith	

Board Members G. C. Garran and J. A. Martin were absent. W. H. Bowe sat in in his capacity as Acting International Secretary-Treasurer. B. F. McLaurin, Eastern Zone Supervisor, was permitted to sit in as an observer.

Brother Randolph stated that the first order of business would be the election of the Chairman. It was moved by Brother Randolph, seconded by Brother Isaacs, that Brother C. L. Dellums be elected Chairman of the International Executive Board. The motion was unanimously carried.

Minutes of the October, 1964, meeting of the International Executive Board were approved, without change, by a unanimous vote.

Brother Randolph proposed that Brother Blanchette act as Secretary at this meeting of the Board in order that Brother McNeal, the Board Secretary, be relieved to attend to his other pressing duties as Convention Chairman. This was concurred in and Brother Blanchette forthwith assumed the said responsibility.

The Board then proceeded to adopt the following Agenda:

AGENDA

Submitted by A. PHILIP RANDOLPH:

1. Wage increase conference with Pullman involving counter proposal for compulsory retirement age.
2. Dues increase to $8.00 per month, elimination of $10.00 Annual Tax, with $1.50 allocation to Local Division.
3. Job stabilization proposal with New York Central.
4. Brotherhood membership expansion.
5. Brotherhood financial status from Temporary International Secretary-Treasurer.
6. Brotherhood affiliation with Industrial Union Department, AFL-CIO.
7. B. F. McLaurin membership on International Executive Board.
8. Wage increase for office forces of Brotherhood, January 1, 1966.
9. Vacation of four (4) weeks for Brotherhood office forces with service age of fifteen (15) years.
10. Nomination of C. L. Dellums, International Vice-President, as a delegate, with the International President, to AFL-CIO Convention this coming December.
11. George Meany's request of International President to represent AFL-CIO in Labor Conference at Lagos, Nigeria, October 1st and 2nd.
12. Report on CB&Q Representation Election.
13. Accord job stabilization rights to Brotherhood office workers comparable to Porters.

Submitted by T. D. MCNEAL:

14. Severance pay of Brother G. R. Tillman.

Submitted by A. R. DAILEY:

15. Forcing Porters to return to work.

Submitted by CLEMENT J. SMITH:

16. Diversion of mails from trains to trucks.

Submitted by C. L. DELLUMS:

17. Amendments to Brotherhood Constitution.

18. Check-Off System.

Submitted by A. R. BLANCHETTE:

19. Proposed revision of Article V, 1st Paragraph, Page 34, Brotherhood's Constitution.

20. Proposed revision of Article III, 2nd Paragraph, voting representation of Local Divisions.

21. Frequency of Board meetings between Conventions.

22. Canadian Labor (Standards) Code.

The Board then proceeded to discuss and to make the following dispositions of, and decisions on, the foregoing Agenda:

1. Wage increase conference with Pullman involving counter proposal for compulsory retirement age.

Brother Randolph advised the Board concerning a scheduled conference with the Pullman Company on September 16th at 10.00 A.M. regarding the Compulsory Age Retirement Counter Proposal by Pullman and New York Central that "Employees shall be required to retire at age 66 on and after January 1st, 1967, and at age 65 on and after January 1st, 1968," and that he would submit a Resolution contesting same. A full discussion ensued regarding the traditional policy of the Brotherhood of Sleeping Car Porters against the acceptance of such compulsory retirement provisions in Agreements. Brother McNeal then moved, seconded by Brother Clement Smith, that a resolution be submitted by the International Executive Board to the Convention in accordance with the said policy of the Brotherhood in this regard. Motion carried.

2. Dues increase to $8.00 per month, elimination of $10.00 Annual Tax, with $1.50 allocation to Local Division.

Brother Randolph stressed the bases that justified his recommendation in this regard and a full discussion ensued thereon. Brother Bennie Smith moved that this recommendation be adopted and referred to the Convention. The motion was seconded by Brother A. Dailey and was unanimously carried.

Brother G. C. Garran entered at this juncture, apologized for his tardiness, and was seated at 11.45 A. M.

3. Job stabilization proposal with New York Central.

Brother Randolph pointed out that this was involved with Item No. 1. He clarified the situation that obtains, and advised that nothing has yet been determined and that negotiations will continue.

4. Brotherhood membership expansion.

This item was withdrawn from the Agenda by Brother Randolph.

Items 5 through 16 on the Agenda were temporarily passed, and Agenda item No. 17, "Amendments to Brotherhood Constitution", as submitted by C. L. Dellums, was entertained for consideration by the Board.

Chairman Dellums proposed that, in accordance with the Mandate of the 1962 Brotherhood Convention, Articles III, VIII and X of the Brotherhood's Constitution be amended to read as follows:

" ARTICLE III

The International Organization shall consist of the International President, International Secretary-Treasurer, two (2) International Vice-Presidents and the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members or fraction thereof, numbering over 25.

Voting representation of the Local Divisions shall be on the basis of one vote for each twenty-five (25) financial members, with a minimum of one vote for each such Local Division.

Porters discharged for Union activities are eligible to a voice and vote and have the right to hold any elected office.

International Officers (International President, International Secretary-Treasurer, and the two International Vice-Presidents) and lay members of International Executive Board shall be exempt from the payment of membership dues and assessments. An international Organization official shall be permitted to represent his division as a delegate.

ARTICLE VIII

The International Officers of this Brotherhood shall consist of an International President, an International Secretary-Treasurer, and two International Vice-Presidents. The International Officers and the lay members of the International Executive Board shall be elected at each regular convention and shall hold office for three years or until their successors have been chosen and have qualified. Their term of office, unless to fill a vacancy, shall begin October 1. They shall be sworn in during the session of the International Convention at which they are elected.

ARTICLE X

> The International Executive Board shall consist of the International President, the International Secretary-Treasurer, two (2) International Vice-Presidents and five (5) additional members of the Organization other than officials. Immediately after their election or as soon as possible, it shall meet and elect one of their own members as a Chairman and one as Secretary. (These amendments to Article III, VIII and X shall become effective as of and when the attrition makes it appropriate). "

By common consent the Board approved these proposed amendments.

It was proposed further by Brother Dellums that Article I of the Constitution be amended by deleting "in New York City, New York" and substituting "in a city designated by the International Executive Board", and, also, that it be further resolved, that the International Headquarters of the Brotherhood which is now located in New York City shall remain there until another city is designated by the International Executive Board. Brother T. D. McNeal moved that this proposed amendment to Article I of the Constitution be adopted, seconded by Brother W. C. Isaacs. Motion carried by majority vote; 2 Against, namely, Brothers Bennie Smith and A. R. Blanchette.

Brother Dellums also proposed that Article V of Rules and Regulations for Local Divisions be amended to read:

> "No member shall be eligible to hold office in any local division, or membership on the Local Executive Board, Auditing or Grievance Committee, who shall not have been continuously financial for at least one year preceding elections except where new divisions are established. Continuously financial shall be defined as never being in arrears exceeding three (3) months during the one (1) year immediately preceding elections".

It was moved by Brother W. C. Isaacs, seconded by Brother C. J. Smith, that this proposed amendment be approved and submitted to the Convention. The motion was carried unanimously.

It was judged to be timely that Agenda Items 19, 20 and 21, Proposed Revisions to the Brotherhood's Constitution as submitted by A. R. Blanchette, be also considered at this juncture. Accordingly, Brother Blanchette noted that, so far as Item No. 19, Proposed Revision of Article V, 1st Paragraph, Page 34, Brotherhood's Constitution, was concerned, this happened to be, coincidentally, identical with the immediately foregoing Proposed Amendment to Article V of Rules and Regulations for Local Divisions that had been submitted by Brother C. L. Dellums, in view whereof, while Brother Blanchette read his written resolution for the Board's information, no action thereon was necessary.

20. Proposed revision of Article III, 2nd Paragraph, voting representation of Local Divisions.

This item was withdrawn from the Agenda by Brother Blanchette.

21. Frequency of Board meetings between Conventions.

Brother Blanchette suggested that, in the interest of economy, regular meetings of the International Executive Board be held at twelve months' intervals instead of nine months' intervals as at present. Discussion ensued, but, though a motion to this effect was made by Brother Blanchette, it was lost for want of a Second.

Item No. 5, Brotherhood Financial Status from Temporary International Secretary-Treasurer, was now reverted to by order of the Chairman.

Brother William H. Bowe, Acting International Secretary-Treasurer, forthwith clarified, in detail, the certified particulars of current Assets, Liabilities, Income, Expenditures and Investments of the Brotherhood of Sleeping Car Porters for the information of the members of the Board. Brother Bowe further advised that there had been a change of Auditor to Sidney Hirsch of New York as of June 1st, 1965 in consequence of the death of Mrs. E. G. Ford, also of New York.

The first session of the September, 1965, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened in the Board Room of the Chicago Zone Headquarters, Chicago, Illinois, was adjourned at 4.45 P.M. on September 9, 1965.

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September 10, 1965

The second session of the September, 1965, pre-convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Zone Headquarters, Chicago, Illinois, at 10.00 A.M. on Friday, September 10, 1965.

Board Chairman Dellums called the meeting to order. The roll call showed all members present, with the exception of Brother Garran. Acting International Secretary-Treasurer Bowe and Eastern Zone Supervisor McLaurin were also in attendance.

The following written recommendations from the Auditor, Sidney Hirsch, under date of September 7, 1965, addressed to Acting International Secretary-Treasurer William H. Bowe, were now read by Chairman C. L. Dellums for consideration by the Board.

Recommendation No. 1 read as follows:

"I would recommend a change in the report being submitted monthly. At present, this report is submitted in great detail showing both the month's operations and the cumulative operations to date. I would suggest eliminating the monthly report and having a report submitted quarterly. However, if it is felt that a monthly report is needed, I would suggest a less detailed report showing the month's operations only. At year end, a report for the year's operations would be submitted."

It was moved by Brother Randolph, seconded by Brother Bennie Smith, that we accept same, however, with them being cumulative. Motion carried.

Recommendation No. 2 read as follows:

> "It was noted that travel vouchers of the officers and representatives were not supported by original bills. Likewise, the reimbursement statements from the various divisions did not include supporting bills or invoices. It is recommended that supporting bills and invoices be attached to these vouchers when available."

By general consent the recommendation that Receipts for Railroad and Pullman Fare be supplied subsequently was not approved by the Board.

The recommendation that Supporting Bills and Invoices be attached to submitted Zone Monthly Statements, when available, was approved by common consent of the Board.

In connection with Recommendation No. 2, it was also recommended "that the Secretary-Treasurer indicate his approval on all bills and vouchers before payment is made". This was concurred in by general consent of the Board.

The last recommendation read as follows:

> "I would advise a study to be made to determine whether the record keeping could be streamlined by modern accounting and bookkeeping methods now available."

A motion was made by Brother Randolph, seconded by Brother Bennie Smith, that one member of the Finance Committee be designated to go to New York to confer with the Auditor in this regard. The motion was carried unanimously.

Brother Bowe advised the Board that the rental of the International Headquarters, which previously had been a liability solely on the shoulders of the International, had, through his exertions with a view to Reduction exploration, developed to the point where income for rental of given space at the Headquarters was being received, monthly, from the following sources:

The Negro American Labor Council -- $ 50.00

The A. Philip Randolph Institute -- $365.00, which, with the $200.00 being paid each month by the New York Division for total services amounted to $615.00 a month, leaving therefore, as a direct liability of the International, only the balance of $120.40 remaining from the $735.40 currently charged by Naceep S. Maloof as monthly Rent of the Headquarters.

The Board commended Acting International Secretary-Treasurer Bowe for his fruitful exertions in this regard.

Brother G. C. Garran entered the Board Room at this juncture, and was seated at 10.48 A.M. Brother Garran apologized to the Board for his tardiness and Brother J. A. Martin also offered apology for his absence at the First Session on September 9th, and assured the Board that this was caused solely by his inadvertent failure in making suitable memo thereof. Both apologies were accepted by the Board.

6. Brotherhood affiliation with Industrial Union Department, AFL-CIO.

Brother Randolph informed the Board that our Organization had been invited to affiliate with the Industrial Union Department of the AFL-CIO, and that the Per Capita would be 10 cents or more. The Board went on record, by common consent, as declining this invitation because of our financial inability.

7. B. F. McLaurin membership on International Executive Board.

Brother Randolph advised the Board the various basic reasons why he proposed and, indeed, urged that Brother McLaurin, the Brotherhood's Eastern Zone Supervisor, ought to be a Member of the International Executive Board of our Organization, and he ultimately moved, seconded by Brother Bennie Smith, that we recommend to the 1965 Convention that an exception be made to the formula that was adopted at the 1962 Convention pertinent to the ultimate reduction of the International Executive Board to nine Members, in order to accommodate Brother McLaurin being elected to the Board. Motion carried: nine For, none Against, one Abstention, namely Brother T. D. McNeal.

8. Wage increase for office forces of Brotherhood, January 1, 1966.

A motion was made by Brother Randolph, seconded by Brother Garran, that a $5.00 weekly flat rate wage increase to the Brotherhood's Office Forces be made as of January 1, 1966. Discussion ensued and was climaxed with the motion being unanimously carried.

9. Vacation of four (4) weeks for Brotherhood office forces with service age of fifteen (15) years.

Brother Randolph urged that favourable consideration be given by the Board to his proposal that, beginning as of January 1, 1965, the Brotherhood's Office Forces with service age of 15 years be granted 4 weeks vacation with pay annually. The Board, by common consent, concurred in this proposal.

10. Nomination of C. L. Dellums, International Vice-President, as a delegate, with the International President, to AFL-CIO Convention this coming December.

This item was withdrawn from the Agenda by Brother Randolph because of the fact that nomination and election of Brotherhood delegates to AFL-CIO Conventions is a prerogative of the Brotherhood of Sleeping Car Porters' Convention.

11. George Meany's request of International President to represent AFL-CIO in Labor Conference at Lagos, Nigeria, October 1st and 2nd.

Brother Randolph advised that this request by President Meany of the AFL-CIO was brought to the Board as Information; he advised the Board, further, that he had acceded thereto.

12. Report on CB&Q Representation Election.

Brother Randolph summarizedly reported on the recent CB&Q Representation Election that was won by the Brotherhood, and hailed it as a Representation Victory that was unparalleled in the history of our Organization. A motion was made by Brother Blanchette, seconded by Brother Randolph, that the Board go on record as heartily congratulating Zone Supervisor T. D. McNeal, whose manifest leadership, with the competent assistance of Brother L. J. Shackelford, Jr. and his co-operatives, including the CB&Q Brothers, was responsible for this outstanding achievement to the credit of the Brotherhood. The motion was carried unanimously.

13. Accord job stabilization rights to Brotherhood office workers comparable to Porters.

This item was withdrawn from the Agenda by Brother Randolph.

14. Severance pay of Brother G. R. Tillman.

Brother McNeal informed the Board that the Rock Island has gone out of existence and that Brother G. R. Tillman of Chicago had not received the same amount of Severance Pay as the other Porters on the Rock Island as a result of the time he worked for the Brotherhood during the two years involved. Brother McNeal noted that the Severance Pay thus lost by Brother Tillman was in the amount of $863.20, and he recommended that the Board should, in the circumstances, consider making an adjustment to Brother Tillman in this connection. A motion was made by Brother Randolph, seconded by Brother Martin, that Brother G. R. Tillman be paid from the International Treasury the sum of $863.20 in adjustment of the Severance Pay that he lost in this instance. The motion was carried without a dissenting vote.

15. Forcing Porters to return to work.

Brother Dailey acquainted the Board with the fact that Pullman men all over the country were being subjected to loss of seniority if and when they did not answer the Company's recall to service, and he wondered if there were a solution to this forcing of the Porters to return to work. The position of the Board, by general consent, was that nothing can be done by the Organization in this connection, in view of the pertinent Rule of the existing Agreement with the Pullman Company.

16. Diversion of mails from trains to trucks.

Brother Clement Smith informed the Board that, effective as of July 1, 1965, Mail was being diverted from trains to trucks on the property of the Atlantic Coast Line. Apropos of this, Brother Randolph advised that the American Federation of Labour and Congress of Industrial Organizations is opposing this procedure, and, as a result, a Congressional Hearing is being sought, and the Brotherhood of Sleeping Car Porters should support same. This was concurred in by the Board.

18. Check-Off System.

Brother Dellums suggested, for the consideration of the Board, that it was highly desirable that the Organization explore the possibility of reaching agreement with the several Carriers with whom we do business in respect of the inauguration of a Check-Off System, and he pointed out the various benefits that would accrue to the Brotherhood as a result thereof. The Board discussed this matter from every angle - considering the advantages as well as the disadvantages - and, finally, went on record, by general consent, that we recommend to the 1965 Convention that the International Officers be instructed to explore this question with the applicable Railroads and the Pullman Company, with a view to effecting accordingly.

The Board further went on record, by common consent, that it be also recommended to the Convention that the cost of Check-Off arrangements with employers shall be borne by the Local Division.

22. The Canada Labour (Standards) Code.

Brother Blanchette acquainted the Board with detailed particulars of the provisions of the Canada Labour (Standards) Code - an Act of Parliament that establishes basic labour standards for employees whose working conditions are within the legislative authority of the Parliament of Canada - Parts I to IV thereof which contain the actual labour standards, came into force on July 1, 1965. Brother Blanchette noted that the remainder of the Code, including Part V, (Administration and General) came into force on March 18, 1965 (the date the Act received Royal Assent), and pointed up that the Code provides that hours of work shall not normally exceed 8 in a day and 40 in a week, wages shall not be less than $1.25 an hour, every employee who completes a year of employment shall be entitled to 2 weeks' vacation with pay, and 8 public holidays in a year are to be observed as paid holidays.

He indicated that Averaging of hours over a period of 2 or more weeks will be permitted when, because of the nature of the work, an employee's schedule of hours varies from day to day or from week to week, and that the conditions under which Averaging will be allowed are prescribed by regulations; that Overtime of an additional 8 hours in a week is permitted as long as wages at 1 1/2 times the regular rate are paid, therefore the 48-hour week is referred to as "maximum hours".

Brother Blanchette stated further that the operation of Part I - Hours of Work - may be deferred or suspended in any undertaking or for any class of employees by an order of the Minister of Labour for a period of not more than 18 months, and for a longer period by order of the Governor in Council on the recommendation of the Minister, and that the Minister may make such a temporary order where it is shown to his satisfaction that compliance with the provisions of Part I would be unduly prejudicial to the employees or seriously detrimental to the operation of the undertaking. He noted that it was on the authority of this particular provision of the Code that the Railway Association of Canada, comprised of the Canadian National Railways and Canadian Pacific Railway Company, and their Subsidiaries, applied to the Minister of Labour, under date of June 25, 1965, for an order of deferment affecting their Sleeping, Dining and Parlor Car employees, and did assign, as the reasons therefor, that "The introduction of the standard hours of work (Section 5) or the maximum hours of work (Section 6) under Part I would be seriously detrimental to the operation of the Railways because: operational requirements are wholly incompatible with the Act", whereupon our Brotherhood, in the interest of the Sleeping Car Porters we represent on the property of the CPR, held initial conference with the Deputy Minister of Labour in Ottawa on July 22nd in protest of the Railways' submission for deferment; in subsequent letter, under date of August 20, 1965, confirmed our position of unequivocal opposition to the said application, the reasons for which we considered to be illogical, insupportable, and indeed fallacious. Several meetings, with both the Deputy Minister of Labour and the Canadian Railways' representatives, and separately therewith, were subsequently held in Ottawa and also in Montreal in this connection, and, although at the last confrontation it was established, recognized and stated that the reasons given by the Railways for their Deferment request were indeed invalid, it, however, has developed that the Minister of Labour has not yet rendered his decision thereon. Brother Blanchette gave the Board his assurances that unrelenting efforts shall be exerted and persevered in at future negotiational meetings as will be necessary, with the hope, and to the end that the Minister of Labour may in the not-too-distant future render the decision, favourable to us, so that the 40-Hour Week, and time and one-half thereafter, may, at long last, become a reality for the Sleeping Car Porters on the CPR.

The Board expressed its appreciation to Brother Blanchette for this information.

At this juncture an additional Item was placed on the Agenda by Brother A. Philip Randolph, reading as follows:

Salary of International Secretary-Treasurer.

Brother Randolph advised the Board that, in view of the fact that the existing vacancy in the office of International Secretary-Treasurer of our Brotherhood would be filled by election by the 1965 Convention, it is appropriate and necessary that the salary of the International Secretary-Treasurer be now determinated. A full discussion accordingly ensued and was climaxed by a motion by Brother Randolph, seconded by Brother Blanchette, that the salary of the International Secretary-Treasurer of the Brotherhood of Sleeping Car Porters be the same as that of the International Vice-Presidents of the Brotherhood, which is $975.00 per month. The motion was carried: six "For" and four "Against", namely Brothers C. L. Dellums, T. D. McNeal, G. C. Garran and W. C. Isaacs.

There being no further business, the September, 1965, Pre-Convention Meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, held at Chicago, Illinois, September 9-10, 1965, was adjourned at 2.45 P.M. on September 10, 1965.

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MINUTES OF A SPECIAL MEETING
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at the
DEL PRADO HOTEL
CHICAGO, ILLINOIS
SEPTEMBER 14, 1965

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September 14, 1965

The Special Meeting of the International Executive Board, Brotherhood of Sleeping Car Porters, called by Board Chairman C. L. Dellums, convened in the Convention Hall of the Del Prado Hotel, Chicago, Illinois, at 11.45 A.M. on September 14, 1965, immediately upon adjournment of the morning session of the Brotherhood's 1965 Convention.

The meeting was called to order by Chairman Dellums; members present were as follows: A. Philip Randolph, International President; Bennie Smith, 1st International Vice-President; C. L. Dellums, 2nd International Vice-President; T. D. McNeal, 3rd International Vice-President; A. R. Blanchette, A. R. Dailey, G. C. Garran, W. C. Isaacs, J. A. Martin, C. J. Smith.

Chairman Dellums stated that the purpose for his calling this special meeting of the Board was for re-consideration of a motion that was carried at the second session of the October 1964 meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, which was convened in the Board Room of the Chicago Headquarters, Chicago, Illinois, at 11.40 A.M., on Tuesday, October 6, 1964, in respect of Agenda Item No. 14, Frequency of International Convention, and read as follows:

> "Brother Blanchette moved that the Board recommend to the 1965 International Convention that Conventions be held quadrennially instead of triennially. The motion was seconded by Brother Randolph. The motion was carried. Brothers Webster and Garran requested that the record show that they opposed this proposal."

At conclusion of the discussion that accordingly ensued, it was moved by Brother Randolph, seconded by Brother Blanchette, that the said carried Motion be rescinded. The motion was carried unanimously, and this Special Meeting was forthwith adjourned at 12 o'clock Noon, September 14, 1965.

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MINUTES OF SEPTEMBER, 1965, POST-CONVENTION MEETING
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
CHICAGO, ILLINOIS
SEPTEMBER 16, 1965

The Post-Convention Meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at 4.45 P.M. on September 16, 1965, at the Del Prado Hotel, Chicago, Illinois.

The following Board members were present: A. Philip Randolph, International President; W. H. Bowe, International Secretary-Treasurer; Bennie Smith, 1st International Vice-President; C. L. Dellums, 2nd International Vice-President; A. R. Blanchette, A. R. Dailey, W. C. Isaacs, J. A. Martin, B. F. McLaurin, C. J. Smith. Brothers T. D. McNeal, 3rd International Vice-President and G. C. Garran were absent.

It was moved by Brother Randolph, seconded by Brother Dailey, that Brother C. L. Dellums be elected Chairman of the International Executive Board. Motion carried unanimously.

A motion was made by Brother Randolph, seconded by Brother C. J. Smith, that Brother T. D. McNeal be elected Secretary of the International Executive Board. Motion carried unanimously.

At this juncture, Brother Randolph directed that Brother Blanchette present to the Board, for its consideration and disposition, the matter of the inability of the Montreal CPR Division to fill its full roster of Officers, elective and appointive, at the triennial elections in July 1965. Brother Blanchette accordingly pointed up that only five members of the Montreal CPR Division were indeed eligible to hold office in the current Official Term on the basis of having been "continuously financial for at least three years preceding elections", as stipulated in Article V, page 34, of the Constitution and General Rules of the Brotherhood of Sleeping Car Porters, namely Brothers J. M. Sealy, P. J. Jennings, G. P. Braxton, A. Wade and A. Greenidge. It developed, however, that Brothers Braxton and Wade declined nomination to any and all offices, leaving therefore but three eligible Brothers in respect of fulfilling the constitutionally required roster of a minimum of 8 elective and 3 appointive Officers - an obviously impossible undertaking, not to say anything of the further requisite appointment of members on the Local Grievance and Auditing Committees of the said Division.

Discussion accordingly ensued and it was noted that the 1965 Convention had gone on record as amending this particular constitutional provision in Article V to read as follows:

> "No member shall be eligible to hold office in any local division, or membership on the Local Executive Board,

> Auditing or Grievance Committee, who shall not have been continuously financial for at least one year preceding elections except where new divisions are established. Continuously financial shall be defined as never being in arrears exceeding three (3) months during the one (1) year immediately preceding elections."

and, therefore, this amendment currently applies since it became effective as of its adoption.

The Board went on record, by general consent, that the current vacancies in Offices and Committees of the Montreal CPR Division be filled by appointment, by the Zone Supervisor, from members of this Local who are financial now.

There being no further business, the Post-Convention Meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at the Del Prado Hotel, Chicago, Illinois, was adjourned at 5.15 P.M. on September 16, 1965.

A. R. Blanchette
Acting Secretary

Minutes of September, 1966, Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
September 12 - 13, 1966

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September 12, 1966

The September, 1966, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Headquarters of the organization at 10 A. M. on Monday, September 12, 1966. The meeting was called to order by Chairman C. L. Dellums. Prayer was offered by Brother A. R. Blanchette.

Upon call of the roll by Board Secretary T. D. McNeal, all Board Members answered present except Brother G. C. Garran.

Minutes of the previous meeting, which had been mailed to all members, were unanimously approved, without change.

The Board then proceeded to adopt the following agenda:

A. PHILIP RANDOLPH

1. Job stabilization with Pullman.

    (a) Proposed joint action with Brotherhood of Railway Clerks' plan.

    (b) Conference with Vice President Charles E. Keith of Brotherhood of Railway Clerks, arranged during session of our Executive Board.

(2) Supplemental Pension.

(3) Supplemental Pension by Brotherhood of Sleeping Car Porters for its employes.

(4) Grand Trunk Western Joint Council Dining Car Employes' intervention.

    (a) Letter to George Meany regarding setup of Sub-Committee of Executive Council.

    (b) Withdrawal of intervention by Hotel and Restaurant Employes.

5. American Committee to preserve railroad passenger service. Statement on same being planned by Labor Bureau. George Meany has agreed to help arrange and develop this Committee.

6. Setup of Seniority Roster at Miami, Florida for porters. Conductors already have one.

7. Representation dispute on Erie-Lackawana. Hearing set by Mediation Board September 14th.

8. Agreement with shop crafts concerning railroads' takeover of cars from Pullman.

9. Adoption of statement by RLEA on price-wage guide post problem.

10. Check-off with Pullman and other railway carriers. Check-off procedures.

11. Merger of Atlantic Coast Line and Seaboard, and Brotherhood problems with merger of seniority rosters on these roads.

12. Merger of Pennsylvania and New York Central Railroads.

13. Problem with the Public Utilities Union, Mike Quill, on representation election.

14. Four Winds Travel, Incorporated.

CLEMENT SMITH

15. Atlantic Coast Line Railroad stock being offered to employes through Wage Deduction Plan.

WILLIAM H. BOWE

16. Financial Report. Loans receivable, recommendations from auditor.

17. Printing of new Constitution with new amendments.

A. R. BLANCHETTE

18. Strike movement against Canadian Railroads

19. 40-hour week for porters on the CPR.

A. R. BLANCHETTE:

20. Restoration of the Dominion Trans-Continental Train in April, 1967.

21. Case of CPR Porter Harvey Witherspoon.

BENNIE SMITH

22. Discontinuance of Montreal Pullman Division.

T. D. McNEAL

23. Burlington situation and strike vote.

24. Complaints on car cleaning.

25. Complaints on lack of porters' space.

A. PHILIP RANDOLPH

26. Participation by B. S. C. P. in the Industrial Union Department campaign to organize unorganized workers.

27. Handling of citiations under Union Shop Agreement.

28. Salary increase for Brother Blanchette.

29. Pension for Brother Martin.

30. Salary adjustment for Brother McNeal

31. Promoting porters to position of conductor.

32. Program to integrate Negro employes in railroad industry.

C. L. DELLUMS

33. Next meeting of International Executive Board.

ITEM #1

Brother Randolph advised the Board that our biggest current problem is that of developing a meaningful Job Stabilization Agreement with The Pullman Company. He stated that a joint conference with Vice President Keith of the Brotherhood of Railway Clerks on this subject matter had been arranged for the period the Board was meeting in Chicago. President Randolph explained why this problem must be carefully and intelligently approached. He suggested that it would be well for the Board to authorize a strike vote on this matter if the Negotiating Committee reached the point where they think such action is necessary. On a motion made by President Randolph and seconded by Vice President McNeal, the Board unanimously voted to authorize the spreading of a strike ballot among members employed by Pullman on the question of Job Stabilization whenever the International President deems such action desireable and needed.

With reference to the question of Job Stabilization still pending on other properties, the Board unanimously agreed to the following actions: (a) On the Atlantic Coast Lines it was decided to place Zone Supervisor B. F. McLaurin (through the R.L.E.A.) on the System Committee for the purpose of working out Job Stabilization for our members on that property in connection with the coming merger. (b) On the B. and O. and the C. and O. the Board voted unanimously that a strike vote be taken on the question of Job Stabilization. (c) With reference to all other properties (excepting the C. B. & Q., the Colorado and Southern and the Fort Worth and Denver) the Board, by unanimous vote, directed that final direct conferences be held on the subject of Job Stabilization and that this be followed by invocation of the services of the National Mediation Board on those properties where we do not reach satisfactory agreements.

ITEM # 2

Brother Randolph acquainted the Board with the joint agreement reached by the Brotherhood and 21 other railroad unions and the railroads of the nation on the matter of Supplementary Pensions. The Board unanimously went on record in support of the agreed-to legislative program for settlement of this dispute. It was understood that the law covering railroad workers would also cover B. S. C. P. employes referred to in Item 3 of the Agenda.

ITEM # 4

Brother McNeal, at the request of President Randolph, acquainted the Board with the fight between the Brotherhood and the Hotel and Restaurant Workers Union which developed as the result of the action of Local 351 of the latter union signing a back-door, substandard agreement covering sleeping car and buffet-sleeping car employes with the Grand Trunk Western Railroad some three months before that railroad took over the operation of its own sleepers and buffet-sleepers. Brother McNeal stated that the long and bitter struggle had at last been apparently settled when AFL-CIO Umpire Cole ruled, after a hearing, that all of the jobs involved on these cars are a proper part of the jurisdiction of the Brotherhood of Sleeping Car Porters. The Board unanimously approved the procedues used in protecting BSCP interests in this situation and ordered that all necessary steps be taken to see that the findings and order of Umpire Cole be carried out.

ITEM # 7

Brother McLaurin acquainted the Board with a representation dispute now pending on the Lackawana Railroad involving Bar Attendants on coaches. Services of the Mediation Board have been invoked. A mediator has investigated the dispute. A formal hearing has been scheduled. In addition to the BSCP, the following organizations are seeking representation: Hotel and Restaurant Employes, Brotherhood of Railroad Trainmen and the Transport Workers. The Board went on record as considering this fight a high priority project which should be pursued to a conclusion.

ITEM # 7a

The Board went on record to have the organization, through Zone Supervisor McLaurin, seek to secure representation of Norfolk and Western Eastern Lines train porters.

ITEM # 5

President Randolph acquainted the Board with his idea and program for preserving the railroad passenger business through the establishment of a National Committee of outstanding citizens devoted to such preservation. He expressed the hope and belief that President Johnson will support such an effort and added that President Meany of the AFL-CIO has already pledged his active support. The Board went on record in support of this proposed program.

SPECIAL ITEM

On a motion by Brother McNeal, seconded by Brother Randolph, the Board voted unanimously that the full Board present for the meeting should have dinner together on the Evening of Tuesday, September 13, 1966.

ITEM # 6

Brother McLaurin recommended that a permanent porters roster be established at Miami. He said such a roster is needed and said that the members of the Jacksonville Local request that this action be taken. After full discussion the Board unanimously approved a motion that a Special Committee of Board Members be appointed by the President and charged with the responsibility of thoroughly investigating the desireability, need and probable effects of the requested action and to make a full report, including a recommendation, to the next meeting of the Board. President Randolph thereupon appointed a three-man Special Committee for this purpose as follows: William H. Bowe, Chairman and B. F. McLaurin and T. D. McNeal, members.

ITEM # 8

For the information of its members, President Randolph acquainted the Board with a new Job Stabilization Agreement entered into by The Pullman Company and the Shop craft unions. He pointed out that the provisions of this agreement would be of no value to BSCP members.

ITEM # 9

President Randolph acquainted the Board with the details of a recent statement by the R. L. E. A. on the subject of Price-Wage Guide Posts. By a unanimous vote the Board adopted the R. L. E. A. statement as the official position of the BSCP on Price-Wage Guide Posts.

ITEM # 10

After a full discussion of the fact that the organization was then currently engaged in negotiations which would undoubtedly lead to agreements with Pullman, the Santa Fe and C. B. and Q. railroads providing for the deduction of the dues of members, the Board, by unanimous vote, directed that each of these agreements be made effective as of December 1, 1966, with the first such deductions to be made from checks for the last pay period of December, 1966, and that these first deductions be applied to such members dues for the month of January, 1967.

ITEM # 11

(This item having been discussed in connection with Item # 1 of the Agenda, there was no further handling).

ITEM # 12

Brother McLaurin told the Board that the Pennsylvania Railroad has indicated that it will ignore the Randolph-Wolfe Agreement when it takes over the operation of its own sleepers when the merger with the New York Central is accomplished. By common consent, the Board took the position that the Randolph-Wolfe Agreement applies to the Pennsylvania and that all resources of the organization should be utilized to force the Pennsylvania to fully honor that agreement.

SPECIAL ITEM

There was an extended discussion of the matter of the keeping of membership records under the check-off agreements now being rapidly negotiated. The Board, by unanimous vote, referred this matter to the Finance Committee with full authority (upon approval by the International President of a proposed method) to work out and put into effect a more efficient method of membership record keeping in connection with the new Dues Deduction Agreements.

ITEM # 14

Brother Randolph acquainted the Board with the fact that the Four Winds, Inc., are now operating sleeping car tours. This outfit talked with BSCP officials on several occasions on the matter of the BSCP furnishing porters for this special service. However, they made no further contact with the BSCP after learning fully what it would cost under the terms of our Pullman agreement, which we told them would apply. Brother Bowe informed the Board that Four Winds, Inc., are now operating tours composed of their own cars and Pullman cars. (It was later definitely learned that cars operated by Four Winds, other than those of Pullman, are cars owned by the Pickens Railroad Co., a new outfit who bought several cars from railroads). Brother Bowe stated that our Pullman members are concerned and complaining about this situation.

The Board went on record to watch this development and to make every effort to organize the personnel of this and any other operator of sleeping cars for the purpose of negotiating standard agreements.

ITEM # 15

Brother Clement Smith acquainted the Board with an offer from the Atlantic Coast Lines for employes to buy company stock through a payroll deduction plan. The Board took the position that Brothers Clement Smith and McLaurin should keep fully informed on this matter for the purpose of being able to give members factual information, without making recommendations either way.

ITEM # 16

Brother Bowe went over details of the financial statement for the year ending July 31, 1966. He called specific attention to the trend towards higher legal and economic consultant fees. He stated that the organization had 3482 dues-paying members as of July, 1966.

The Board ordered that the debts currently owed by the Boston and

Buffalo Locals and by Mrs. J. C. Mills be written off the books as uncollectible.

After discussing the recommendations of the Auditor, the Board made determinations as follows: (1) On the matter of the recommended change in the form of the Auditor's Report, it was decided to hold this matter in abeyance until a committee composed of Brothers McNeal, Bowe, McLaurin and Randolph can get together and make a decision for the Board as a whole. (2) On the matter of the Auditor's request for a monthly fee of $275, the Board instructed that an effort be made to get the Auditor to accept the present rate until a final determination can be made on the form of recordkeeping, etc., the organization will adopt under the new Dues Deduction Agreements.

ITEM # 17

By unanimous vote, the Board ordered that the Organization's Constitution be brought up to date, reflecting all currently effective Convention changes and then printed. Brothers Dellums and Blanchette were appointed as a Special Committee to handle and be responsible for this project.

ITEM # 18

Brother Blanchette filled the Board in on the background, climate, etc., leading up to the strike movement against Canadian railroads in August, 1966, and the accomplishments of that movement to date. He stated that the gains, to date, amount to 18% increase above the rates in effect on December 31, 1965.

ITEM # 19

Brother Blanchette gave the Board full information on the successful fight to secure the 40-hour week for BSCP members employed by the C. P. R. and the basis of that settlement.

ITEM # 20

Brother Blanchette reported to the Board that because of pressure, the C. P. R. has agreed to restore for a period of six months beginning in April of 1967, the Canadian transcontinental train known as the "Dominion".

ITEM # 21

Brother Blanchette reported to the Board on the facts involved and the strategy used in the BSCP winning a victory in a Canadian case involving Brother Harvey Witherspoon who was charged with theft from a passenger and drinking on the job.

The September, 1966, meeting of the International Executive Board, BSCP, recessed at 5 P. M. on Monday, September 12, 1966, to reassemble at 10 A. M. on Tuesday, September 13, 1966.

TUESDAY, SEPTEMBER 13, 1966

The September, 1966, meeting of the International Executive Board, BSCP, was called to order by Chairman C. L. Dellums at 10 A. M. on Tuesday, September 13, 1966. Prayer was offered by Brother Blanchette. All members, except Brother G. C. Garran, were present. The Board proceeded with the handling and disposition of its business as follows:

ITEM #22

Brother Bennie Smith told the Board about the closing of the Montreal Pullman District and said that because of immigration regulations, the men affected will need work permits in order to take advantage of the Rule permitting them to transfer to a roster in the United States. The Board ordered International Secretary-Treasurer Bowe check out this possibility with the U. S. Immigration Department.

ITEM # 23

Upon the request and motion of Brother McNeal, the Board unanimously voted to spread a strike ballot among the membership employed by the CB&Q, the C. & S. and the FW&D railroads on the question of stabilization of employment.

ITEM # 24

Brother McNeal informed the Board that many members working for Pullman and the New York Central continue to press for one hour's pay for car cleaning. The Board requested the International President to make new efforts to secure this level of pay for car cleaners.

ITEM # 25

Brother McNeal told the Board of continuing complaints from members working on sleepers about having no place on the cars to work or sit. The Board asked the International President to press requests for such space with Pullman and the railroads. International President Randolph agreed to again make such efforts.

ITEM # 26

For the information of the Board, Brother Randolph acquainted the body with the program of the AFL-CIO Industrial Union Dept. to organize unorganized workers in the United States. He said that BSCP participation in this campaign could lead to additional membership for the organization. He pointed out that church organization employes, welfare organization employes etc., should be organized. Brother Randolph stated that he thinks that the BSCP should concentrate on organizing religious group employes.

ITEM # 27

Brother McNeal analyzed the current BSCP practices of handling citations under Union Shop Agreements on various properties. He pointed out that on some railroads we do not and cannot withdraw such citations once they are filed, while with Pullman and some other roads we automatically withdraw the notice if the man pays up before he is actually fired. Brother McNeal pointed out that these differences in handling of citiations may prove dangerous because the practice is inconsistent with the Amendment to the Railroad Labor Act permitting Union Shop Agreements.

On a motion by Brother McNeal, seconded by Brother Randolph, the Board voted unanimously that, effective January 1, 1967, the Organization will practice a uniform policy of not withdrawing Union Shop Notices after they have been served in accordance with BSCP Constitutional provisions.

ITEM # 28

Brother Randolph told the Board about the differential between the salary paid Brother Blanchette and salaries paid Zone Supervisors and said Brother Blanchette is entitled to an increase of $150 per month, retroactive for a period of one year. Brother Randolph offered a motion to that effect which was seconded by Brother Bowe.

During a discussion of the motion, Brother McNeal stated that the organization is not financially able to increase the salary of any officer and that his belief in the truth of that statement has led him to uncomplainingly perform all of his former duties plus all of the duties of deceased Brother Webster for 19 months. He pointed out that during that period he has been personally responsible for more than one-half of the organization's membership including negotiation of agreements, policing of agreements, handling of grievances and claims as well as preparing all of the organization's cases for the Adjustment Boards and preparing and presenting the organization's cases for the Mediation Board and for the Internal Disputes machinery of the AFL-CIO. Brother McNeal argued that no officer's salary should be increased, but that if the Board insisted on increasing Brother Blanchette's salary, he felt that he was entitled to the salary that Brother Webster had received.

Brother McNeal then offered a substitute motion that Brother Blanchette's **salary** be increased in the amount of $100 per month, effective September 1, 1966. The substitute motion was seconded by Brother Isaacs. The motion passed by a 5 to 4 vote after the Board Chairman broke a 4-4 tie.

ITEM # 29

Brother Randolph moved that the organization pay Brother James Martin a pension of $100 per month, effective upon his retirement. The motion was seconded by Brother Bennie Smith. Chairman Dellums raised the question of the propriety of paying pensions to Board members who work up to the age of compulsory retirement. The motion was passed by a vote of 8 to 0.

ITEM # 30

Brother Bowe moved that, effective September 1, 1966, Brother McNeal shall receive the same salary as was paid Brother M. P. Webster at the time of his death. The motion was seconded by Brother Bennie Smith. The motion was carried unanimously.

ITEM # 31

Brother Randolph moved that the Board go on record to have the International President and the Negotiating Committee work out a plan to present to Pullman for the promotion of porters and attendants to the position of conductor. Brother McNeal seconded the motion. The motion passed unanimously.

ITEM # 32

Brother Randolph moved that the Board go on record to develop a plan for the purpose of integrating Negro workers into every area of railroad employment. The motion was seconded by Brother Clement Smith and carried unanimously.

ITEM # 33

Upon the suggestion of Chairman Dellums, the Board voted unanimously that the next meeting of the Board will be held on the first Monday in May, 1967.

There being no further business to transact, the September, 1966 meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at Chicago, Illinois, September 12 - 13, 1966, adjourned at 2 P. M. on September 13, 1966, to meet again on the first Monday in May of 1967, or subject to call in accordance with the Constitution of the Organization.

Fraternally submitted,

C. L. Dellums, Chairman
T. D. McNeal
T. D. McNeal, Secretary

TDM/op

Weekly file

Minutes of May, 1967, Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
May 1 - 2, 1967

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May 1, 1967

The May , 1967 meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Headquarters of the organization at 10 A. M. on Monday, May 1, 1967. The meeting was called to order by Chairman C. L. Dellums. Prayer was offered by Brother A. R. Blanchette.

Upon call of the roll by Board Secretary T. D. McNeal, all Board members answered present except Brothers A. Philip Randolph and B. F. McLaurin who were late for the meeting on account of emergency business at Washington.

Minutes of the September, 1966 Board meeting, which had been mailed to all members, were unanimously approved, without change.

The Board then proceeded to adopt the following Agenda:

A. R. BLANCHETTE:

1. Highlights of Master Agreement between the Residual Non-Ops and the Canadian Railways, dated March 14, 1967.

2. Dispute with C. P. R., concerning application of wage increases to their sleeping car porters in relation to the 40-Hour Week Agreement.

3. Re-adjustment of salary of International Vice-President T. D. McNeal.

4. Adjustment in salary of the International Secretary-Treasurer, Brotherhood of Sleeping Car Porters.

5. Reconsideration of Agenda Item #28 of the International Executive Board's Meeting, September 12-13, 1966.

5a Clarification of Rule 10

W. C. ISAACS:

6. Seasonal Line to Los Angeles.

G. C. GARRAN:

7. Next Convention to be held in New Orleans.

8. Consideration of New Orleans Division in maintaining office.

CLEMENT SMITH:

9. Sea Board-Atlantic Coast Line representation election.

10. More Frequent publication of BLACK WORKER.

A. R. DAILEY:

10a Refunds of dues from check-off.

JAMES A. MARTIN:

11. Railroad Retirement Board burial allowances.

T. D. McNEAL:

12. Membership identification in lieu of dues book.

13. Reservation of space for porters on cars.

14. Revision of Car Cleaning Rule.

15. Grand Trunk Western situation.

16. Local end of Mrs. Palmer's salary.

16a Vacations for Chicago Staff.

WILLIAM H. BOWE:

17. Secretary's report.

18. Moving of International office.

19. Dues books, cards and buttons.

20. Request from Auditor.

A. PHILIP RANDOLPH:

21. Report of International Secretary-Treasurer.

22. Thompson Case - Brotherhood of Sleeping Car Porters, $62,500.

23. New Job Stabilization movement by Non-Op Railroad Unions.

24. Brotherhood of Sleeping Car Porters, TWU and food workers on Pennsylvania Railroad.

25. Printing of Constitution, with all Amendments, by Chairman Dellums.

26. Division of union contributions for 3rd Division of National Railroad Adjustment Board by Brotherhood of Sleeping Car Porters and dining car unions.

27. Brotherhood of Sleeping Car Porters Headquarters moving from present location.

28. Convention City.

29. ACL-Sea Board Merger approved.

30. Creating problem with train and mail porters

B. F. McLAURIN:

31. The Lynch case.

T. D. McNEAL:

32. Strike ballot on Pullman Job Stabilization.

ITEM # 6

Brother Isaac brought before the Board a request from the Los Angeles Division that Los Angeles be given one of the summer lines usually operated by Chicago on the Santa Fe and Union Pacific. Brothers McNeal and Dellums pointed out the legal and organizational dangers inherent in such proposed action.

Brother Isaacs moved that the officers negotiate a memorandum of agreement with Pullman providing that one of the summer seasonal jobs between Chicago and Los Angeles which would otherwise be operated by Chicago under the agreement, be given to Los Angeles for operation. The motion was duly seconded. The motion lost by a vote of two to eight.

ITEMS 7 & 8

Brother Garran requested that Item 7 be held in abeyance until Brother Randolph could be present for the discussion. Brother Garran then withdrew Item 8 from the agenda.

ITEM # 10a

Brother Dailey acquainted the Board with complaints received from furloughed and retired members about dues being deducted from their final checks which are usually for payments of vacations. By common consent it was agreed that Local Secretary-Treasurers be advised that in the matter of checked-off dues and requests for refunds by retired or furloughed members, Brotherhood rules require that members pay for all periods for which they receive pay under our agreements. This includes vacations and lay-overs.

ITEM # 9

For the general information of the Board, Brother Clement Smith advised those present that the merger of the Atlantic Coast Lines with the Sea Board would go into effect about August, 1967. He pointed out that a representation election will be necessary because the dining car unions represent chair car attendants on the Sea Board and the so-called "International" represents train porters on the Sea Board.

ITEM # 10

Brother Clement Smith advised the Board that his membership on the Atlantic Coast Lines is complaining about the long periods of time between publication of the Black Worker. He said that if the paper was published at intervals of two months it would be quite helpful in situations where we face opposition from other unions.

Brother Bowe expressed belief that the Black Worker has out-lived its organizational usefulness. He suggested the use of "News Letters or Flash Sheets" when there is need for spreading information. Brother Blanchette said that the organization should stick to and insist on the agreed-to quarterly publication of the Black Worker. By common consent it was agreed that every effort will be made to publish the Black Worker quarterly.

ITEM # 11

Brother Martin asked for information on the subject of burial allowances under the provisions of the Railroad Retirement Act. Brother Dellums explained how this provision works and it was agreed by common consent that all Locals will be instructed by their Zone Supervisor to maintain a supply of available informational booklets from the Retirement Board for the use of the members.

ITEMS 12 & 19

It was agreed that these two items would be combined and discussed together. Brother McNeal moved that the Board instruct the Innational President, the International Secretary-Treasurer and the Chairman of the International Executive Board to design and have printed an annual membership identification card for those members whose dues are paid under the provisions of the Check-Off Agreements. The motion was duly seconded and unanimously carried.

ITEM # 13

Brother McNeal acquainted the Board with the fact that the organization is receiving numerous complaints from sleeping car members about the failure and refusal of Pullman and the railroads to reserve space on sleepers for the use of porters. McNeal then moved that the Board request the International President to again take this matter up with Pullman for negotiation. The motion carried.

ITEM # 14

Brother McNeal called the Board's attention to the inequity of the existing Pullman rule for payment for car cleaning. By common consent the Board agreed that the International President be requested to take up this subject for re-negotiation with Pullman.

ITEM # 15

Brother McNeal acquainted the Board with the fact that he had concluded the negotiations for a basic agreement with the Grand Trunk Western Railroad covering sleeping car porters. He advised that he had a firm understanding with the railroad when they put on sleeper-buffet cars later this year the Brotherhood will represent not only the attendants but also busboys and cooks. In discussing the general provisions of this new agreement Brother McNeal advised that it is superior to the Pullman agreement in the areas of rates of pay, uniforms and expenses away from home.

ITEM # 16

Brother McNeal explained to the Board that the St. Louis Local Division has had such a decrease in membership and income until it can no longer afford to pay $25 per month on the salary of the St. Louis office Secretary. Brother Blanchette moved that the $25 per month the St. Louis Local has been paying on the salary of the St. Louis Secretary be assumed and paid hereafter by the International

Organization. The motion was seconded and unanimously carried.

ITEM # 16a

Brother McNeal advised the Board that since Brother Webster's death he has not been able to arrange for Brothers Shackelford and Crowder to be released for the one month vacations to which each of them is entitled. He said that these employes did not receive their vacations during the year 1966 and that due to the pressure of work he did not see how he would be able to release either one of them for their vacation in 1967.

Brother McNeal moved that, beginning with the year 1967, employes of the Brotherhood who are not released for their vacations be compensated at their regular rates for such vacation time not granted. The motion was seconded by Brother Garran and was carried unanimously.

Upon re-consideration of the above motion an amendment was added to pay Brothers Shackelford and Crowder for two weeks of the vacation they did not receive during the year 1966. This motion was carried. Brother Blanchette requested that he be recorded as opposing the motion.

ITEM # 17

International Secretary-Treasurer Bowe presented to the Board members the financial report for the month of March, 1967. There was an extended discussion of this report and general agreement on the part of the Board that the organization must effect every saving possible in order to continue in existence.

ITEM # 18

Brother Bowe advised the Board that a company at New York has obtained an option to buy the building in which our International Office is located. He advised that because of this fact the International Office must be moved by October of this year.

ITEM # 20

Brother Bowe acquainted the Board with the fact that our present Auditor is requesting that his pay be increased. Brother McNeal moved that the Board increase the auditor's monthly fee to $275. The motion was seconded and carried without dissent.

ITEM # 5a

Brother Blanchette asked for clarification of the last sentence of Rule 10 of the Pullman agreement. Brother Dellums explained the accepted interpretation and application of that part of the rule 10. The Chairman of the International Executive Board recessed the meeting of the Board at this point and requested that all members return for a night session at 7 P. M.

The meeting of the International Executive Board was resumed at 7 P. M. May 1, 1967. The roll call showed all members present.

ITEM # 1

Brother Blanchette described to the Board the March 14, 1967 agreement between the Canadian Railroads and the Non-Ops in Canada. He stated that the increase under this agreement amounted to 24% over a three year period based on the wages of December 31, 1965. He further stated that there is provision for life insurance of $2000, sickness benefits amounting to $55 per week for 18 weeks, bereavement leave of three working days per calendar year, vacations of 24 days after 25 years of service with the expectation of eventually getting 28 days vacation after 25 years of service, very moderate job security and dues deductions after 30 days.

ITEM # 2

Brother Blanchette advised the members of the Board that the Canadian Pacific Railroad management has deliberately mis-interpreted and mis-applied the wage increases contemplated by the 40-hour work week agreement. He indicated that all necessary steps to correct this situation are and will be taken.

ITEM # 3

At the request of Brother McNeal, Brother Blanchette withdrew this item from the agenda.

ITEM # 4

Brother Blanchette began a discussion of this item but, at the request of Brother Bowe he proceeded to withdraw Item 4 from the agenda.

ITEM # 5

Brother Blanchette raised, again, the question of the count of the vote on Item #28 in the September, 1966, meeting of the Board. Chairman Dellums ruled that the vote on this Item in the September meeting was accurate and that in view of the approval of the minutes of that meeting, the contention of Brother Blanchette was out of order.

ITEMS 7 & 28

It was agreed that these two items would be combined for discussion. There was a general discussion of the matter of choosing a city for the 1968 convention. Brother McNeal urged that the Board select New Orleans as the site of the 1968 convention. Brother Randolph told the Board that the men and women at New Orleans have invited us and that he thought New Orleans would do a good job in connection with the convention. He added that out of respect for New Orleans pioneers such as Brother and Sister Lester, Brother Verette, etc., the Board should take the convention to New Orleans.

It was decided at this point that the Board would recess and that the decision on Items 7 and 28 would be postponed until the following day.

TUESDAY, MAY 2, 1967

The May, 1967, meeting of the International Executive Board, Brotherhood of Sleeping Car Porters, was again called to order by Chairman C. L. Dellums at 9 A. M. on Tuesday, May 2, 1967. All members except Brother G. C. Garran were present.

Brother McNeal moved that the action taken by the Board on Item 27 of September, 1966 Board meeting be reconsidered. This motion was seconded and carried unanimously. Brother McNeal then moved that the Board recind the action taken by the September, 1966 meeting on Item 27 of that agenda. The motion was duly seconded and was unanimously carried.

ITEMS 7 and 28

In the absence of Brother Garran, it was moved by Brother McLaurin and seconded by Brother Clement Smith that the 1968 convention of the Brotherhood be held in New Orleans, Louisiana. The motion was carried by a vote of 7 to 3. Board Chairman Dellums requested that the record show that he voted in opposition to the motion.

ITEM # 9

Brother Clement Smith described some of the problems in connection with winning representation elections which will be incidental to the merger of the Atlantic Coast Lines and the Sea Board. There was a general discussion of this matter. Brother Randolph stated that he would approach the AFL-CIO leadership next week with the view of explaining and clarifying our interest in the coming representation elections.

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ITEM # 22

Brother Randolph explained the background and handling of the Thompson suit against the Brotherhood wherein a judgment of $62,500 assessed against the Brotherhood was finally upheld. Brothers Dellums and McNeal were requested to study the records of this case and to make recommendations on how the organization can best avoid recurrences.

ITEM # 23

Brother Randolph explained in a general way the reasons why the Brotherhood followed the lead of 6 other non-operating unions in filing for a new Job Stabilization program.

ITEM # 24

Brother Randolph acquainted the Board with details of the hearing before AFL-CIO Umpire Cole concerning the efforts of the TWU and food workers on the Pennsylvania Railroad to take over sleeping car jobs as of the time the Pennsylvania takes over the operation of its own sleepers. Brother McNeal commented on the danger flowing from the existance of the scope rule the food workers had written into their agreement with the Pennsylvania Railroad.

ITEM # 25

Brother Dellums advised the Board that the revised constitution is at the printer and that proofs should be ready soon. He indicated that he would send a proof of the revised constitution to Brother Blanchette for checking before the actual printing is done.

ITEM # 26

Brother Randolph proposed that the Brotherhood enter into an arrangement with the hotel and restaurant international union under which each of the two unions would pay one - half of a share of the union support of the labor members of the National Railroad Adjustment Board.

RULE # 31

Brother McLaurin told the Board about the case of T. O. Lynch, a mail porter who has been fired by the Atlantic Coast Line because of his failure to protect his assignment. Brother McLaurin contended that this case should be carried to the National Railroad Adjustment Board. Brother McNeal suggest that Brother McLaurin finish the appeals provided for by the agreement on the property and then send the case to him promptly for review and study. He further suggested to Brother McLaurin that the matter of whether or not a case is to be taken to the Adjustment Board is not considered a matter which should be brought to the International Executive Board for decision. He told Brother McLaurin that if after studying the record in the case he (McNeal) decided that the case should not go to the Board, Brother McLaurin could always appeal to the International President.

ITEM # 32

Brother Randolph asked the Board to authorize the taking of a strike ballot among members employed by the Pullman Company in connection with the issue of Pullman's refusal to sign an agreement granting our members the protection of the February 7, 1965 non-op's job stabilization agreement. It was moved by Brother McNeal and seconded by Brother Dailey that the Board authorize the spreading of a strike ballot for this purpose. The motion was carried unanimously.

After suggestions by Chairman Dellums the Board unanimously agreed that the next meeting of the International Executive Board would be held in the City of Chicago on Monday, December 4, 1967.

There being no further business to transact, the May, 1967, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at Chicago, Illinois, May 1-2, 1967, adjourned to meet again on the first Monday in December, 1967, or subject to call in accordance with the constitution of the organization.

Fraternally submitted

C. L. Dellums, Chairman
T. D. McNeal
T. D. McNeal, Secretary

TDM/op

Minutes of December, 1967, Meeting
of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
Chicago, Illinois
December 4, 1967

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December 4, 1967

The December, 1967, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Board Room of the Chicago Headquarters at 10 A. M. on Monday, December 4. The meeting was called to order by Brother Dellums. Prayer was offered by Brother A. R. Blanchette.

Upon call of the roll by Board Secretary T. D. McNeal, all Board members answered present.

Minutes of the May, 1967 Board meeting were unanimously approved.

The Board then proceeded to adopt the following Agenda:

A. PHILIP RANDOLPH:

1. Status of negotiations of the job stabilization contract with Pullman.
2. Status of Section 6 Notice involving 3 weeks' vacation after 10 years' service and pay for away from home service.
3. The formation of a national committee for the preservation of railroad passenger service.
4. Exploration of ways and means to expand Brotherhood membership.
5. Discussion of educational program preparing membership for dues increase to $10.00 per month.
6. Increase in pay of $5.00 for girls in Brotherhood's offices.
7. Increase in pay for Brother Blanchette, $50.00 retroactive.
8. Status of International President Randolph.

9. Status of takeover of Pullman cars by Pennsylvania.

B. F. McLAURIN:

10. Miami District seniority roster.

11. Merger of New York Central and Pennsylvania.

A. R. BLANCHETTE:

12. Status of 24% wage increase application dispute with CPR.

13. Bi-weekly pay day proposal.

14. Canadian Railway's proposed change in exercise of seniority by non-operating railway employes.

15. Increased job security benefits of laid-off employes.

16. Status of incumbent officials of Local Divisions after 6 consecutive months super annuation.

C. L. DELLUMS:

17. Report of Finance Committee.

T. D. McNEAL:

18. Convention.

W. H. BOWE:

19. Financial report.

20. Status of International Headquarters.

21. Subsidy to Miss Westbrooks of Detroit

22. Expenses for funeral of Chandler Owen.

23. New Orleans Division.

24. Ashley L. Totten Scholarship.

25. Request from Sisters of Blessed Sacrament

26. Request of Boston University for Brotherhood and Randolph records.

ITEM # 1

Brother A. Philip Randolph reported that, under the supervision of the National Mediation Board, the Brotherhood of Sleeping Car Porters and Clerks have been in negotiations with Pullman on the matter of Job Stabilization. He stated that Pullman has made two offers and that we have made a counter-proposal which he has submitted.

ITEM # 2

Brother Randolph advised the Board that in some instances the Brotherhood of Sleeping Car Porters accepted as full settlement of our Notices of May 26, 1966, the 3 week vacation after 10 years. Thus, we must file new notices on such roads in order to get into negotiations on the matter of away from home expenses.

ITEM # 3

Brother Randolph urged Brotherhood of Sleeping Car Porters backing for the setting up of a National Committee For the Preservation of Railroad Passenger Business. The Board, by common consent, went on record as supporting this idea.

ITEM # 4

Brother Randolph urged that the Board give some thought to expanding the Organization's membership through organization of groups outside the railroad industry. Brother McLaurin presented and read a resolution designed to bring about a change in our Constitution to have it cover other outside groups. No action was taken.

ITEM # 5

Brother Randolph urged a campaign to educate the membership on the necessity of raising dues to $10 per month. There was a full discussion of this idea and of a re-organization of the financial structure of locals. Brother Randolph moved and Brother Martin seconded that an educational program be carried on, to begin after the signing of a stabilization agreement with Pullman, to sell the membership on $10 per month dues. The motion was carried unanimously. It was agreed that the Finance Committee will meet at New Orleans prior to the Board meeting for the purpose of agreeing on recommendations for the Board on re-organization of Local finances, per capita and reducing the number of offices.

ITEM # 6

Brother Randolph pointed out the rising cost of living and asked for a $5 per week increase for girls working our offices. It was motioned by Brother A. Philip Randolph and seconded by Brother Wm.

H. Bowe that girls in offices be raised by $5 per week. Motion was lost by vote of 3 to 9. It was then agreed that this item will be discussed again after dues are increased.

ITEM # 7

Brother Smith moved that this item be tabled and referred to the post-convention meeting of the International Executive Board. There was discussion of this motion by Brothers Blanchette, McNeal, McLaurin, Dailey, Dellums. Motion carried 8 to 4.

ITEM # 8

Withdrawn.

ITEM # 9

There was a general discussion of the status of the take over of sleeping cars by the Pennsylvania Railroad with particular emphasis on the current arbitration proceedings on the question of furloughed men who went over and an extended discussion of the fact that certain pay rules in the new Pennsylvania Agreement do not measure up to the requirements of the Randolph-Wolfe Agreement. The new rules on pay for deadheading and held-for-service came in for criticism. Brother McLaurin stated that he was not conscious of these alleged shortcomings in the Pennsylvania Agreement. Chairman Dellums insisted that, hereafter, when any important negotiations are undertaken, either he or Brother McNeal should be present. The International President indicated that he was not opposed to the Chairman's suggestion. Brother Randolph stated that the new Pennsylvania Agreement rules which fail to comply with the Randolph-Wolfe Agreement will be re-negotiated.

ITEM # 10

Brother McLaurin told the Board that the Superintendent at Miami is asking for separate Miami roster. The Board took the position that anything done be strictly in accordance with the existing agreement.

ITEM # 11

Brother McLaurin stated that there is danger of the men on both the New York Central and the Pennsylvania losing their guaranteed wages.

ITEM # 12

Brother Blanchette advised the Board that the Arbitration procedure on this question went against our position. He read a letter from the non-ops Economic Advisor which stated that the decision against us was unjust but not illegal. It was agreed that Brother Blanchette will consult a lawyer to ask for the cost of a legal opinion. If reasonable, Brother Randolph will authorize such an opinion.

ITEM # 13

Brother Blanchette acquainted the Board with the fight in Canada over conversion to Bi-weekly pay periods and to retain guarantees.

ITEM # 14

Brother Blanchette, for the information of the Board, described the proposed change and the disabilities the workers might suffer if accepted.

ITEM # 15

Brother Blanchette described the benefits accruing to Non-Op employes in Canada through an agreement signed on December 1, 1967.

ITEM # 16

Brother Blanchette asked for clarification of Article 16 of the Constitution where Local officials are retired more than 6 months. It was agreed that a resolution will be offered in the next convention to clear up this article.

ITEM # 17

Brother Dellums made the report for the Finance Committee. Brother McNeal moved that the Retainer to Delson & Company for legal services be discontinued December 31, 1967. The motion was carried unanimously.

Brother Dellums reminded all officers of the rule that no one is to retain a professional (lawyer, etc.) without first getting approval of the hiring and fee by the International President.

Brother Dellums stated that the Committee recommends that the subsidy to New Orleans be discontinued at once and that the West Coast Zone Supervisor be directed to take steps to phase out the subsidy to Los Angeles. There was a motion offered by Brother Bowe, seconded by Brother McLaurin that the subsidy be discontinued as of Dec. 1967, and that Brother Dellums be directed to take steps to phase out the Los Angeles subsidy. Motion carried 11 to 1.

Brother Dellums pointed out that soon we will be forced to close some of our Headquarters. By common consent it was agreed that the Finance Committee will get together and submit to the Board suggestions for the orderly reduction of the number of the organization's headquarters.

ITEM # 18

Brother McNeal moved that when the Board goes to New Orleans for the convention the International Organization pay for their rooms and allow $15 per day for other expenses. Carried unanimously. It was understood that members who bring their wives will pay the difference between the single and double occupancy rates.

ITEM # 19

Since written copies of the financial report had been distributed, no further report was made.

ITEM # 20

Brother Bowe advised the Board that because of the still unsettled conditions with reference to disposition of the building, we are now occupying the New York space on a month-to-month basis.

ITEM # 21

The Board carried a motion to discontinue the payments to Mrs. Westbrooks as of December 31, 1967.

ITEM # 22

It was moved by Brother Bowe, seconded by Brother McNeal that the Organization refund Brother Randolph the $476 he personally paid towards the funeral of Chandler Owens. Motion carried unanimously.

ITEM # 23

Brother Garran withdrew this item.

ITEM # 24

Brother Dellums appointed Brothers McNeal, Dailey and Martin to a committee to study this resolution and report a recommendation.

ITEM # 25

The Board held that we are unable at this time to contribute to this cause.

ITEM # 26

Brother Randolph suggested that this item be held for the next meeting.

Upon the suggestion of Chairman Dellums, the Board unanimously agreed that the next meeting of the body would be held in the City of New Orleans on the Friday preceding the Second Monday in September of 1968.

There being no further business to transact, the December, 1967, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened at Chicago, Illinois, December 4, 1967, adjourned at 5:30 P. M. to meet again on Friday, September 6, 1968, in the City of New Orleans, Louisiana.

Fraternally submitted

C. L. Dellums, Chairman
T. D. McNeal
T. D. McNeal, Secretary

TDM/op

Minutes of 1968 Pre-Convention Meeting
# of the
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
held at
New Orleans, Louisiana
August 30 - 31, 1968

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The 1968 Pre-Convention Meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Executive Room of the Roosevelt Hotel in New Orleans, La., at 10 A. M. on Friday, August 30, 1968. The meeting was called to order by Board Chairman, C. L. Dellums.

Upon call of the roll by Board Secretary McNeal, all Board Members answered present.

Minutes of the December, 1967, Board meeting were unanimously approved.

The Board then proceeded to adopt the following agenda:

A. PHILIP RANDOLPH:

1. Report of Finance Committee.

2. President and Chairman of Executive Board combined.

3. Dis-establishment of Detroit Division headquarters.

4. Case against Brotherhood for discrimination against train porters by the Equal Employment Opportunity Commission.

5. Designation of Brotherhood official to represent the Organization in the Railway Labor Executives' Association.

6. Abolition or discontinuance of payment of existing share of maintenance of Third Division of National Railroad Adjustment Board.

7. Salary status of International Representative A. R. Blanchette.

8. Present status of the office of the Brotherhood of Sleeping Car Porters in Canada.

9. Reduction of office force of the International Sec-

retary-Treasurer.

10. Reduction of salaries of International officers by $100 a month, excluding International Secretary-Treasurer, Bennie Smith and B. F. McLaurin.

11. Plan for handling the records of local divisions that are discontinued, and also the office of zones.

12. Complaint by L. B. Thompson of Los Angeles about discontinuance of $100 a month compensation.

13. Discuss with George Meany question of the Brotherhood taking over federal local, the membership of which may by adjusted to the Brotherhood.

14. Increase in pay of girls in the various offices.

15. Plan some form of cooperation between the Brotherhood, the District Council of Dining Car Employes, Red Caps, and the Brotherhood of Railway Clerks.

16. Handling of funds and treasury of local divisions that are discontinued.

BENNIE SMITH:

17. Retirement of Bennie Smith.

W. H. BOWE:

18. Finance Report.

19. Change of address of International Headquarters.

A. R. BLANCHETTE:

20. Settlement of wage increase application dispute on Canadian Pacific Railway, March 7, 1968.

21. Schedule arbitration of two grievance disputes with Canadian Pacific Railway.

22. Question re "setting up of a pension for the younger employes of the Brotherhood of Sleeping Car Porters".

C. J. SMITH:

23. Seaboard Coast Line merger protection agreement.

A. R. DAILEY:

24. Complaint of porters on Penn Central out of St. Louis.

B. F. McLAURIN:

25. Pending negotiations on Penn Central.
26. Seaboard Coast Line takeover of Pullman cars.
27. Merged agreement on Seaboard Coast Line.
28. Merging of Penn Central rosters.

JAMES MARTIN:

29. Pension for lay members of International Executive Board from Brotherhood of Sleeping Car Porters.

T. D. McNEAL:

30. Convention pictures.
31. Arbitration on Chicago, Burlington & Quincy.
32. Expense Away From Home.
33. Coming election involving C. B. & Q.
34. Norfolk & Western negotiations.
35. Expense of International President Away from Home.
36. Constitutional Revisions.

As the first order of business, Brother Dellums, Chairman of the Finance Committee made the following report and recommendations on behalf of that Committee:

FINANCE COMMITTEE REPORT TO THE PRE-CONVENTION MEETING OF THE INTERNATIONAL EXECUTIVE BOARD, AUGUST 30, 1968

Your Finance Committee, first in New York in June and again during the pre-convention meeting in New Orleans, has conducted an exhaustive study of the finances of the Organization with particular reference to the three-year period ending July 31, 1968.

The members of the International Executive Board have in their possession the auditor's reports of the three-year period involved, for the last 12-month period, and for the month of July, 1968. Thus, the Finance Committee feels that it would be a waste of your time to go into the details of our finances for the period being discussed. However, certain features of the finances during the three-year period should be highlighted because they are indicative of the financial problems plaguing the Organization and clearly show that additional steps must be taken to bring the operation of the Organization within existing and predictable income. Among these factors are the following:

(1) The Finance Report for the last three years shows that the Organization during that period has spent more than $141,000 in excess of the income received during the three years. Thus, we have averaged more than $47,000 per year in expenditure than the average yearly income.

(2) As of the end of July, 1968, the Organization's records indicate that we had 2,672 members paying dues during that month. The Committee wishes to stress the point that the July payment of dues represents the highest level of employment by our membership for the calendar year 1968. Furloughs are already occurring with Pullman, Southern Pacific, the C. B. & Q., and other properties where we hold agreements. It is the considered opinion of the Finance Committee that it would be unrealistic to project income during the next six months' period on a basis of more than 2,000 members.

(3) The Board must be cognizant of the fact that the auditor's report for the month of July 1968 is not indicative of the true income of the Organization. It will be noted that there are two non-recurring items of income shown on this report, and a third item occurs only quarterly. The two non-recurring items total $5,600. Thus, had it not been for these non-recurring and occasional items the deficit for the month of July 1968 would have been around $5,000.

(4) The basic operation of the Organization at this time requires the expenditure of not less than $23,000 per month. This figure does not include organizational extras such as the services of lawyers and other outside professionals. The total dues income of the Organization, even if this convention increases the dues by two dollars and gives the whole increase to the International will raise the dues in-

come to only about $17,000 per month.

In view of the foregoing, the Finance Committee herewith recommends the following:

(1) That the monthly dues of the membership be raised to $10 per month and that the allocation of dues after the increase be on the basis of $8.50 to the International and $1.50 to the Local, with the Local paying the cost of any deduction fee charged by the employer.

(2) that the salaries of all elected International officials be reduced by 7.7 percent, effective October 1, 1968.

(3) that the employes in the New York office continue to be decreased as much as efficient operation will allow, and as rapidly as possible.

(4) the Committee recommends that since Salaries is the major item of expense to the International, that the number of International officers be reduced to three, namely: International President, International Secretary-Treasurer, and one Vice President. Further, in order that the Executive Board be properly balanced, we recommend that the members of the Board, other than elected officers, be reduced to four, and that this be done by attrition. Amendments to accomplish the purposes of this recommendation have been proposed and will be discussed by the Executive Board.

(5) the Committee recommends that the amount of bonds for Locals be set as follows: New York Local $5,000; Chicago Local $2,500; and that all other Locals be bonded for $1,000 each. The Committee further recommends that the Houston, San Antonio and Detroit Locals, as well as any other Locals with less than seven active members be eliminated from the list of bonded locals.

Our best hope of securing adequate financial relief during the next year or two depends on the success of the current drive to get all protected men who are entitled to separation allowances to sign forms authorizing the deduction of one month's dues from each full month's pay received under separation agreements. The Committee therefore recommends that every resource of the Organization be brought to bear to assure the complete success of our drive to get protected members to sign such forms.

Fraternally submitted

/s/ C. L. DELLUMS
C. L. Dellums, Chairman

The following action was taken on the five recommendations of the Finance Committee:

Recommendation No. 1 was adopted by a unanimous vote.

Recommendation No. 2 failed of adoption by a tie vote of 6 to 6.

Recommendation No. 3 was adopted by a unanimous vote.

Recommendation No. 4 was adopted by a unanimous vote.

Recommendation No. 5 was adopted by a unanimous vote.

AGENDA ITEM # 2

The Board went on record, by a unanimous vote, to recommend to the Convention that it adopt a constitutional change providing that the International President be Chairman of the International Executive Board.

ADENDA ITEM # 3

Brother Randolph advised the Board that the Detroit Zone office will be closed as of October 1, 1968, upon the retirement of Brother Bennie Smith.

AGENDA ITEM #4

The Board (on the motion of President Randolph, seconded by Vice President McNeal) unanimously went on record rejecting the implication that the B. S. C. P. is guilty of having practiced discrimination against train porters on the Missouri Pacific.

AGENDA ITEM #5

This item on the agenda was withdrawn by President Randolph.

AGENDA ITEM #6

President Randolph recommended that the B. S. C. P. discontinue contributing to the financial support of the 3rd Division of National Railroad Adjustment Board. On the motion of Brother McNeal, Seconded by Brother Randolph, the Board voted unanimously to pay the currently due share of the Division's expense and, at the same time, notify the union group that our finances will not permit us to participate beyond this period.

AGENDA ITEM # 7

Brother A. Philip Randolph moved that Brother Blanchette's salary be increased to the level of a Vice President and that he be paid on a retroactive basis. The chair ruled that since this item was tabled by an 8 to 4 vote, in the December, 1967 meeting, until the post-convention meeting, this motion was out of order. No appeal from the ruling was made.

AGENDA ITEM # 8

There was a discussion of the matter of whether or not the Montreal office should be retained. It was decided that no action on this matter at this time would be taken.

AGENDA ITEM # 9

It was agreed that since this subject matter had been dealt with in connection with the report of the Finance Committee, no further handling was necessary.

AGENDA ITEM # 10

Since this matter had been handled in connection with the Finance Committee report, there was no further discussion.

AGENDA ITEM # 11

The Board decided that when Local Divisions are closed they be asked to send to the International Headquarters the records of grievances, finances and minutes.

AGENDA ITEM # 12

Brother Randolph advised the Board that Brother L. B. Thompson complained about the elimination of the pay he has received in the past. It was agreed that the International President advise Brother Thompson that under the provisions of Article 13 of the Rules and Regulations for Local Divisions the Local can vote to give him a 30¢ commission from each month's dues and that the International President will appprove this.

AGENDA ITEM # 13

Brother Randolph advised the Board that the AFL-CIO has a policy of turning over all Federal Locals to International Unions and that if it is found that there are such Locals that the Brotherhood could handle, he will ask that they be turned over to us.

AGENDA ITEM # 14

Brother Randolph asked that all girls in our offices be given an increase of $5 per week. It was, by unanimous vote, decided that all girls in our offices be increased by $5 per week, except Mrs. Helm at Chicago who will be given a $10 per week increase. These increases will become effective September 1, 1968.

AGENDA ITEM # 15

Brother Randolph suggested, and it was agreed, that the Brotherhood of Sleeping Car Porters will contact the Dining Car Employes, Red Caps & Clerks and discuss with them the possibility of cooperating in a manner that would increase the effectiveness of each group. This idea was accepted by the Board by common consent.

AGENDA ITEM # 16

It was agreed that an Amendment to the constitution will be offered to provide that funds remaining the treasuries of Locals that close be remitted to the International Organization.

AGENDA ITEM # 17

Brother Bennie Smith announced to the Board that he is retiring as of September 30, 1968.

AGENDA ITEM # 18

Brother Bowe furnished each member with copies of financial reports for the last 3 years, the last fiscal year and for the month of July, 1968.

AGENDA ITEM # 19

Brother Bowe advised that the Building where the International Office is located will be torn down. The Board directed that the Secretary-Treasurer lease only the amount of space actually needed for our operation and that the lease be for the shortest period possible.

AGENDA ITEM # 20

Brother Blanchette advised the Board that the wage increase application on the C. P. R. which was referred to in the minutes of the December 1967 Board meeting as Item # 12 was settled on March 7 & 8, 1968, on a basis completely satisfactorily to the organization.

AGENDA ITEM # 21

Brother Blanchette outlined the reasoning behind the organization's decision to carry to arbitration two grievance disputes involving the C. P. R. and 2 of our Canadian members.

AGENDA ITEM # 22

Brother Blanchette called attention to the fact that the Los Angeles Convention (1953) went on record directing the International President to explore the setting up of a pension for the youngest employees of the organization. He asked if this directive had been carried out. Brother Randolph stated that he had explored this question and he concluded that it was not feasible.

AGENDA ITEM # 23

Brother Clement Smith explained to the Board that under the Merger protection Agreement on the Seaboard Coast Line some of our members have been transferred to jobs under other agreements and that some of them are refusing to pay dues to the Brotherhood of Sleeping Car Porters. It was the opinion of the Board that members working under other agreements cannot be forced to pay dues to the B. S. C. P.

AGENDA ITEM # 24

Brother Dailey informed the Board that Pennsylvania men working out of St. Louis are afraid that the merging of rosters of the Penn and Central will cause them to lose their jobs. The chair suggested that Brother McLaurin explain this matter under Item # 25.

AGENDA ITEM # 25

Brother McLaurin stated that he is preparing to enter into negotiations for a single agreement for the Penn-Central. The Board ordered that the lawyer who advised labor in reaching the Merger Protection Agreement on these properties be contacted for advice and that no agreement be signed until it is approved by these lawyers.

AGENDA ITEMS 26 & 28

Brother McLaurin told the Board that he was advised by the Pennsylvania that the Seaboard Coast Line will take over the operation of jointly operated sleeping cars on the East Coast and on the Southwind out of Chicago--and that this will probably occur on or about Nov. 1, 1968.

AGENDA ITEM # 27

Brother McLaurin advised the Board of efforts being made to negotiate a single agreement for the people we represent on the newly merged Seaboard. The Board ordered that Brother McLaurin consult with Atty. Hickey on these negotiations and to accept no agreement not approved by him.

AGENDA ITEM # 29

Brother Martin presented a memo to the Board reading as follows:

"August 28, 1968

TO MEMBERS OF THE INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS

Some time ago, I requested that my pension from the Brotherhood be stopped in order that I might qualify for a pension from the Veterans Administration.

However, I have been advised by the Veterans Administration that I cannot qualify for a future pension.

Therefore, I am requesting that the Organization restore my pension in the amount of $50 per month, instead of the original $100.00.

Your cooperation in this matter will be greatly appreciated.

Fraternally yours

James A. Martin, Member
International Executive Board
BROTHERHOOD OF SLEEPING CAR
PORTERS "

The Board decided to hold this matter in abeyance until the Veterans Administration makes a new determination in this matter.

AGENDA ITEM #30

It was agreed that Pictures will be made of the Board and of the convention.

AGENDA ITEM # 31

Brother McNeal acquainted the Board with the recently concluded, successful Arbitration of disputes with the CB&Q under the job protection agreement.

SPECIAL ITEM

Brother McNeal stated that some Board Members expected free tickets to the Cocktail-Dinner affair being held on September 4. He asked for instructions from the Board. By a vote of 8 to 2 and 1 not voting, it was decided that each Board member would be given 1 free ticket to this affair.

AGENDA ITEM # 32

There was some discussion of the situation regarding the negotiation of agreements covering expenses away from home of the membership. Brother McNeal stated that he has already signed agreements with the Santa Fe and the Union Pacific providing for hotel rooms and $1.50 meal allowance on all layovers away from home of 4 hours or more. He said that Pullman had agreed to sign a similar agreement if they are still in business after November 1, 1968, but substituting cash payments of $2.75 instead of a room. He urged that all negotiators shoot for agreements equally as good. He suggested that our negotiators point out to railroads that even though our notices asked for the dining car settlement, that dining car employes get free meals enroute. Thus, we are willing to accept the dining car settlement plus free meals--or we will take the settlement on the Santa Fe and Union Pacific. There was general agreement on this approach.

AGENDA ITEM # 33

Brother McNeal informed the Board that because of the coming merger of the CB&Q and theN. P., the G. N. and the S. P. and S., an election must be held by the Mediation Board for the purpose of the dining car employes on these 4 railroads selecting a single union to represent them. He stated that our dining car membership on the CB&Q are out-numbered by more than 2 to 1 and that, therefore, it will not make good economic sense to go for broke in trying to win this election. Brother Dellums suggested that a leaflet be gotten out explaining why the men should vote for the B. S. C. P. but added that International expenses be kept within reason.

AGENDA ITEM # 35

This item was withdrawn.

AGENDA ITEM # 35

It was agreed that on visits of the International President to New York, the Organization will pay room rent, cab fares and allow $10 per day for food.

AGENDA ITEM # 36

The Board agreed to recommend the following changes in the Constitution to the 1968 Convention:

First, the International Executive Board recommends that Article III, International Organization, first paragraph, page 6, of the present Constitution and General Rules of the Brotherhood of Sleeping Car Porters be amended to read as follows:

> The International Organization shall consist of the International President, International Secretary-Treasurer, one (1) International Vice President, the International Executive Board and delegates in proportional representation from each local division upon the basis of one delegate for the first one hundred financial members or fraction thereof, and one delegate for each additional one hundred financial members of fraction thereof, numbering over 25.

Second, that Article III, last paragraph, be amended to read as follows:

> International Officers (International President, International Secretary-Treasurer, and the International Vice-President) and lay members of the International Executive Board shall be exempt from the payment of membership dues and assessments. An International Organization official shall be permitted to represent his division as a delegate.

Third, Article VIII, International Officers, page 10, be amended to read as follows:

> The International Officers of this Brotherhood shall consist of an International President and International Secretary-Treasurer and the International Vice President. The International Officers and the lay members of the International Executive Board shall be elected at each regular convention and shall hold office for three years or until their successors have

> have been chosen and have qualified. Their term of office, unless to fill a vacancy, shall begin October 1. They shall be sworn in during the session of the International Convention at which they are elected.

Fourth, Article IX, Duties of President, page 10, shall be amended by adding the following paragraph as the fourth paragraph of the Article on page 11; the addition to read as follows:

> He shall have authority to call a special meeting of the International Executive Board at any time, and shall, upon a request of a majority of the members of the International Executive Board.

Fifth, Article X, Duties of the International Executive Board, first paragraph, page 14, be amended to read as follows:

> The International Executive Board shall consist of the International President, the International Secretary-Treasurer, the International Vice-President, and four (4) additional members of the Organization other than officials. (The four additional members to be arrived at by not refilling vacancies as they occur. If a lay member retires or leaves the service for any cause his membership on the International Executive Board terminates). The lay members of the Executive Board shall be selected geographically as equitably as possible. Immediately after their election or as soon as possible, it shall meet and elect one of their own members as Chairman and one as Secretary.

Further, that paragraph 6 of Article X on page 16 shall be amended to read as follows:

> The members of the Board shall meet in person annually between Conventions and, as soon after their election as possible, a practical method of communicating with each other by correspondence on all important matters pertaining to the Organization that come within the cognizance of this Board, shall be worked out.

Further, that paragraph 11 of this same Article, on page 17 be amended by striking it out. The paragraph to be stricken reads as follows:

> It shall be the duty of the International Executive Board to publish a periodical for the education and

propaganda of the Brotherhood.

Sixth, that Article XI, Duties of International Secretary-Treasurer, first paragraph, page 18, be amended by adding the following sentence:

> He shall reside in the city where the International Headquarters of the Brotherhood is located.

Seventh, that Article XII, Duties of the International Vice-Presidents, page 20, be amended to read as follows:

> The International Vice-President shall function as assistant or Deputy General Organizer, assigned to a zone, or zones, or subdivisions of administration work by the International President, with the approval of the International Executive Board.

Eighth, that Article XVI, Dues, Fees, Assessments, page 25, first paragraph, be amended to read as follows:

> The joining fee of the Brotherhood of Sleeping Car Porters shall be Twenty-Five Dollars ($25.00). Effective January 1, 1969, the dues shall be Ten Dollars ($10.00) per month, payable in advance.

Further, that paragraph 2 of the same Article be amended to read as follows:

> Of the dues paid by members of each local division eight dollars and fifty cents ($8.50) shall be sent to the International Secretary-Treasurer for the International Fund. One dollar and fifty cents ($1.50) shall remain in the local division to defray its expenses. The cost of check-off arrangements with employers shall be borne by the local divisions. All joining fees and assessments shall be sent to the International Secretary-Treasurer for the International Fund.

The International Executive Board recommends that Article XVI of the present constitution be amended by adding the following to the fourth paragraph at the top of page 26:

> "Therefore, when a brother holding office in his division retires or leaves the service, his term of office thereby terminates."

The meeting was adjourned to meet again following the 1968 Convention.

Fraternally submitted

C. L. Dellums, Chairman

T. D. McNeal

T. D. McNeal, Secretary

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Minutes of 1968 Post-Convention Meeting of the International Executive Board Brotherhood of Sleeping Car Porters held at New Orleans, Louisiana

September 4, 1968

The 1968 Post-Convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Executive Room of the Roosevelt Hotel in New Orleans, La., at 1 P. M. on September 4, 1968.

The meeting was called to order by Chairman Dellums. Upon call of the roll, all members answered present except Brother G. C. Garran.

Brother T. D. McNeal was elected Secretary of the Board.

By common consent the Board formally confirmed its action between formal meetings instructing the Secretary to purchase a gift watch for Brother Bennie Smith.

After some discussion, it was agreed that the Pittsburgh and Cincinnati Locals will be attached to the Eastern Zone and that the Detroit Local will be handled by the Chicago office.

There was discussion of the question of whether or not Canada should constitute a separate Zone. It was mutually agreed to defer a decision on this matter until the next meeting of the Board.

There was a lengthy discussion of the question of Brother Blanchette's salary. Brother McLaurin moved that Brother Blanchette's salary be increased to $975.00 per month. Brother Randolph seconded the motion. The motion failed to carry by a vote of 5 to 6.

The Board discussed Convention Resolution No. 26 which had been referred to it by the 1968 Convention. It was agreed, by common consent, that Brothers Randolph and Dellums will discuss with President Meany of the AFL-CIO the question of the Brotherhood of Sleeping Car Porters taking in other unorganized workers or federally chartered groups and that the question of dues, fees, etc., for such new groups be determined afterwards.

There being no further business to transact, the 1968 Post-Convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at New Orleans, La., adjourned at 2:05 p. m. on September 4, 1968, to meet again in June of 1969, or upon call of the International President.

Fraternally submitted

C. L. Dellums, Chairman
T. D. McNeal
T. D. McNeal, Secretary

TDM/op

Minutes of July, 1969 Meeting
# of the
International Executive Board
Brotherhood of Sleeping Car Porters
held at
Chicago, Illinois
July 29-30, 1969

-oOo-

The July, 1969, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters convened in the Organization's Chicago Zone office (located in Suite 1224 at 431 So. Dearborn, Chicago) on Tuesday, July 29, 1969.

The meeting was called to order by the Chairman, International President Dellums. Prayer was offered by International Field Representative Blanchette. Upon the calling of the roll by Board Secretary, International Vice President McNeal, the following members answered "present": C. L. Dellums, Wm. H. Bowe, B. F. McLaurin, A. R. Blanchette, A. R. Dailey, W. C. Isaacs, Clement Smith and T. D. McNeal.

Minutes of the August-September, 1968, meetings of the Board were adopted after the following errors cited by Brother Blanchette were corrected: (a) Last line of 4th paragraph on page 12 by changing the word "of" to read "or"; (b) deleting the last word "have" on page 12 and (c) changing the word "youngest" to read "younger" in line 3 of Agenda Item #22 on page 9.

Most of the Agenda having been previously adopted through correspondence, the Board proceeded to consider and dispose of the following Agenda:

WILLIAM H. BOWE:

1. The Financial Situation of the Organization.
2. What Can We Do to Get New Members?
3. Travelers Insurance Policy GA-23000 with Pullman for retired employees.

A. PHILIP RANDOLPH

4. Possible merger of Brotherhood into Building Service Employes Union.
5. $100.00 tax to be paid in four quarterly payments.

C. L. DELLUMS:

6. Should Canada constitute a separate zone? (It was agreed to defer decision on this matter until next board meeting).

7. $2000.00 Life Insurance policy on retired brothers.

8. Retirement of A. E. Lyon (Railroad Retirement Board).

9. Sixth anniversary of "March on Washington".

10. Reduction in various per capita taxes.

11. Randolph's 80th Anniversary.

12. Porters accepting Passengers' tickets at night.

13. Porters assigned to 2 Sleepers.

T. D. McNEAL:

14. The need of further reductions in overhead.

15. Closing of the St. Louis office.

16. Need to seek Job Protection Agreements.

B. F. McLAURIN:

17. Job Stabilization.

18. A change in the Constitution where we have less than 7 men.

19. Organizing school bus drivers from Jacksonville and other sections of Florida.

20. Porters Deadheading Assigned to Dormitory Cars.

A. R. BLANCHETTE:

21. Victories won and other gains exacted in Canada by the Brotherhood since its 1968 Convention.

22. 1968 Operating Budget, Canadian Segment of the Brotherhood of Sleeping Car Porters.

23. Increase in "Per Diem" allowance.

24. Membership on Negotiating Committee of Associated International Unions representing Non-Operating Railroad Employees in the United States.

25. Outstanding matter re "the setting up of a Pension for the younger employees of the Brotherhood of Sleeping Car Porters".

C. J. SMITH:

26. A newsletter be compiled and sent each Local Division quarterly or at least semi-annually.

- - - -

Agenda Item #1

Brother Bowe brought the Board up to date on the finances of the Organization, up to and including June 30, 1969. He pointed out the great value of the 1968-69 campaign to get Pullman members to sign dues deduction authorization forms to deduct dues from Separation Allowances. Brother Bowe went on to point out the fact that despite the additional income derived from this source, B. S. C. P. finances are still in a precarious condition and, he urged, every possible effort must be made to conserve funds. Chairman Dellums emphasized the fact that a number of the Pullman Locals, especially in the East, failed to cooperate in the effort to secure income from Separation Allowances. Brother McNeal stated that it is too late to do anything about income from Pullman Separation Allowances -but urged that everyone remember how much income was lost through that failure to cooperate, in order that such losses of income may be avoided in future campaigns to produce additional income for the Organization.

Agenda Item #2

Brother Bowe pointed up the necessity of increasing the membership of the Organization. He stated that the AFL-CIO has suggested that the B.S.C. P. consider organizing domestic workers. He mentioned, in passing, that there is a move on foot to have the U. S. government provide a federal subsidy for necessary passenger trains.

Agenda Item # 19

At this point, Brother McLaurin took up Item 19 from that part of the Agenda submitted by him, which had to do with his suggestion that the Brotherhood consider organizing Florida school bus drivers.

McLaurin went on to discuss the feasibility of the BSCP taking over Federally Chartered AFL-CIO Locals. Brother McLaurin then proceeded to discuss the desire of the Penn-Central Railroad to consolidate the parlor car and coach porters rosters on that road with the roster on the New Haven which is now represented by the Joint Council of Dining Car Employes. He argued that this situation is exactly the same as that which existed on the Seaboard Coast Lines after the merger.

Brother Dellums took the position that if the Brotherhood undertook a campaign among New Haven men who are members of the Dining Car Union, we will be guilty of violation of the Ethical Practices Provisions of the AFL-CIO Constitution. He, therefore, ordered that no such campaign be undertaken. President Dellums further instructed Brother McLaurin to send him the full record of our actions in the Seaboard Coast Lines situation and, also, to send him all of the facts concerning McLaurin's account to the effect that the organization headed by Quill took over New Haven dining car employes from the Dining Car Union after merger of the Penn-Central and the New Haven.

President Dellums advised against trying to organize domestic workers. He pointed out failures of well-organized and well-financed efforts to do this in his area.

On the matter of organizing Florida school bus drivers, Brother Dellums asked Brother McLaurin to secure and send him more detailed information on Florida laws governing public employes, the employing agencies of school bus drivers, etc.

On the matter of taking over Federally Chartered Locals, Brother Dellums stated that after studying the existing list of such locals, he saw none that we could take over with advantage accruing to the BSCP. By common consent it was agreed that if it can be shown that there are such groups that we can be reasonably sure of taking over, the Brotherhood will move in.

Agenda Item # 3

Brother Bowe discussed the fact that unless something is done to protect them, men who retired as Pullman employes will not have the protection of Travelers Life Insurance for retired employes. It was brought out by Brother Bowe and Brother Dellums that efforts are being made through the Railway Labor Executives Association with the Association of American Railroads to get the railroads to assume the expense of continuing this coverage. A final answer may come out of the August, 1969, meeting of the R. L. E. A.

Because of the foregoing discussion, Chairman Dellums requested that Item # 7 be struck from the Agenda.

Agenda Item # 4

Brother Dellums advised the Board that International President Emeritus Randolph has talked with the International President of the Building Service Employes Union about the possibility of that organization taking over the BSCP. Brother Randolph was quoted as reporting that the Building Service Employes' President expressed a willingness to work out such a merger.

Brother Dellums advised the Board that he objects to the dis-establishment of the B.S.C.P. as long as there is a chance of maintaining it as an independent Negro voice in the labor movement and the National Community.

Chairman Dellums brought the Board up to date on communications and conference had with the Red Caps' national organization concerning a possible merger with the BSCP. He advised the Board that it has been tentatively agreed that the Executive Boards of both organizations would be asked to authorize exploratory conferences to determine if such a merger is feasible and desireable.

Chairman Dellums asked that he and Brother McNeal be named to a Committee to explore, with a similar Committee from the United Transport Service Employes, the matter of merger - with both Committees to report back to their respective organizations. A motion to set up the Committee (Dellums and McNeal) was carried by a unanimous vote.

Agenda Item # 5

Prior to formally discussing the fore-going captioned item, President Dellums reported to the Board that he has conferred with Attorney Gromfine on the question of Pullman's refusal to make Separation Allowance payments to men who were temporarily hired by railroads and then, for one reason or another, let out of service. He said that Gromfine took the position that there is little chance of the B.S.C.P. beating Pullman in these cases and almost as little chance of beating the individual railroads who hired and let out these men. Therefore, Brother Dellums said, it appears that it would be a waste of funds to carry these cases to court.

There was an extended discussion of the recommendation of Brother A. Philip Randolph (sent in through Brother Dellums) to the effect that the organization levy a $100 per man assessment, to be paid in four quarterly payments. Finally, International President Dellums ordered and asked approval of a $50 per member assessment levy --- with $25 per member to be paid not later than November 30, 1969, and the other $25 to be paid no later than June 30, 1970. Brother McNeal moved that the foregoing order and request of the International President be approved by the International Executive Board. Brother Isaacs seconded the motion. The motion was carried by a unanimous vote.

Agenda Item # 6

On the question of whether or not Canada shall constitute a separate Zone, Brothers Dellums and McNeal expressed opposition to such a separate Zone. A motion was carried to table this item.

Agenda Item # 8

President Dellums advised the Board that A. E. Lyon, Labor Member of the Railroad Retirement Board, is retiring, effective as of August, 1969. A motion was carried to the effect that the B.S.C.P. will join other railroad unions in making a $100 contribution towards a joint retirement gift to Brother Lyon.

Agenda Item # 9

As a matter of information, Brother Dellums acquainted the Board with the plan of a Washington, D. C. group to celebrate the 6th anniversary of the 1963 March On Washington.

Agenda Item # 10

Brother Dellums recommended that, beginning as of January 1, 1970, the B.S.C.P. start paying per capita on its affiliations on the basis of 2,000 members. A motion to carry out this recommendation was carried unanimously.

Agenda Item # 11

President Dellums told the Board of some of the highlights of the big May, 1969 celebration commemorating the 80th birthday of Brother A. Philip Randolph.

Agenda Item # 12

President Dellums led a discussion of the matter of sleeping car porters accepting passengers' tickets at night in order to avoid such passengers from the inconvenience of having to wait up for the train conductor to get back to lift their tickets. It was pointed out that this practice was followed for many years by regular porters employed by Pullman and that this was never construed to be "in-charge" work.

Agenda Item # 13

Brother McNeal led a discussion of the C. B. and Q. Railroad having used one porter on two sleeping cars in the emergency caused by the large number of sleepers and insufficient porters for the Boy Scout encampment earlier this year. While it was pointed out that the railroad offered some extra pay (which the Brotherhood rejected) and had the men go on duty about 10 hours before departure, it was unanimously agreed that the organization must fight this kind of thing wherever it appears by every safe and effective means as may be at the disposal of the union.

Agenda Item # 14

Brother McNeal pointed out that the Board's discussion of most items on its agenda had pin-pointed, high-lighted and emphasized the continuing need for all concerned to support International President Dellums in his efforts to further reduce the Organization's operating overhead. There was general agreement with that point of view.

Agenda Item # 15

Brother McNeal suggested that the St. Louis office be closed in the Fall of 1970. This matter was not voted on - but no disagreement was expressed.

Agenda Item # 16

Brother McLaurin suggested that, on railroads where B. S. C. P. members do not have Job Protection, immediate efforts be made to secure such protection. By common consent it was decided to start this effort after all sleeping car jobs are under contract.

Agenda Item # 17

This item was struck because of the discussion and conclusion on Item # 16.

Agenda Item # 18

Brother MvLaurin asked that the Brotherhood regulation requiring that Locals maintain at least 7 dues-paying members in order to retain their charters be changed. It was pointed out that this regulation is a constitutional provision which cannot be changed except by a convention. However, President Dellums offered to appoint Special Representatives in cases where there are too few men to have a Local, and where representation is still needed.

Agenda Item # 20

As a matter of information, Brother McLaurin advised that it may become necessary to revise the Penn-Central agreement to eliminate dormitory cars as "suitable" places for porters to sleep. This, because of escalating trouble on that railroad.

JULY 30, 1969

The Board re-convened at 9:30 A. M.

President Dellums, for the Board's information, read a self-explanatory letter from International President Emeritus Randolph, explaining his absence and encouraging the group to carry on.

Agenda Item # 21

Brother Blanchette gave the lay members of the Board information on several victories won by the Organization in the Dominion of Canada during the period since the New Orleans Convention. Detailed information on these cases had been furnished the International Officers at the time of these victories.

Agenda Item # 22

Brother Blanchette distributed to members of the Board copies of a detailed report titled "Operating Budget - Year 1968 - Canadian Segment - Brotherhood of Sleeping Car Porters", and proceeded to discuss some of the high-lights.

Agenda Item # 23

Brother Blanchette asked the Board to increase the per diem from $20 per day to $25 per day. President Dellums opposed this suggestion. However, after several members disclosed the hotel rates they were then paying in Chicago, a motion was carried to the effect that, beginning with the meeting then being held, Board members attending Board meetings will have their hotel room rent paid by the Organization and will be allowed $10 per day in addition for other expenses. It was understood that the organization will not pay for extras charged to rooms.

Agenda Item # 24

Brother Blanchette asked why the BSCP in the U. S. is not a member of the non-operating unions negotiating group. Brother Dellums explained that there is no such formal associated group for negotiating purposes.

Agenda Item # 25

Brother Blanchette raised the question of pensions for the younger employes of the BSCP. He pointed to Executive Board and Convention records on this subject and urged that the Organization go about setting up a pension plan for these employes. After discussion a motion was carried to the effect that the International President will appoint a study group to bring in figures from reliable sources on the cost of a $200 per month pension for the younger employes of the International Organization.

Agenda Item #26

Brother Clement Smith urged the Board to authorize the International to send out a news letter to each Local Division, quarterly, if possible and not less frequently than semi-annually. A motion was carried approving Brother Smith's request. It was agreed that the first such news letter would deal with the $50 Special Assessment and would be sent to each member.

Special Agenda Item

Brother Bowe presented a request from the Auditors asking for an increase in their fee from $275 per month to $300 per month. The Board approved this request with the understanding that Brother Bowe will try to get the auditors to agree to have the increase become effective January 1, 1970, rather than August 1, 1969, as they requested.

Brother Bowe advised the Board that he had effected a reduction in bonding costs, as directed by the 1968 Board meeting.

There being no further business to transact, the July, 1969, meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters, convened at Chicago, Illinois, adjourned at 10:55 A. M. on July 30, 1969, to meet again as required by the Constitution, or upon call of the International President.

Fraternally submitted

C. L. Dellums, Chairman
T. D. McNeal
T. D. McNeal, Secretary

TDM/op

AGENDA

INTERNATIONAL EXECUTIVE BOARD 1972 MEETING

AUGUST 9, 1972

1. Call to Order
2. Opening Prayer
3. Roll Call
4. Minutes of Previous Meetings
5. Dellums, C. L. (Resolutions referred by 1971 Convention)
    - (A) Resolution #16 - Washington (Job Protection For Seaboard Men)
    - (B) Resolution #23 - Washington (Working More Than One Sleeper on Seaboard)
    - (C) Resolution #26 - Montreal (MORALE) - President visiting Canadian Divisions
    - (D) Resolution #27 - Montreal (Service to Membership of Montreal Div.) International Field Representative to be provided with at least answering service so as to service Montreal Division better
    - (E) Resolution #29 - Twin Cities (Burlington Agreement) - Lowering hrs to 164; Salary up to coach ptrs and waiters; 10 hrs and 36 minutes held for service; Reserve space for D.H.
    - (F) Resolution #30 - Twin Cities (Provisions for New Agreement) Burlington SCPtrs salary be brought up to S.P. level; 162 hrs with time&half after that and 10 hrs out of 18 for held); 11 hrs out of 20 D.H.; 8½ hrs for called and not used; Special allowance paid according to timetable and not late arrival; Ptr to be paid double time when operating two cars. but left up to porter if he wants to operate 2 cars; Time earned when working on layover to be counted toward punitive time; Hrs paid for be shown on check stub as well as hrs carried forward

(G) Resolution #31 - Twin Cities (New Contract Provisions) Reduction of hrs to 162; 11 hrs pay out of each 20 for D.H.; 11 out of 24 for held) and 8½ hrs when called and not used

(H) Resolution #32 - Twin Cities (Contract Provisions) 162 hrs with time and half after 172; Layover reduced to 12 hrs with pay for 10 out of 24 afterwards; 12 out of 24 for D.H.; 8½ for called and not used; Meals and lodging free; Double time for two cars with porter deciding if he will work two cars

(I) Resolution #33 - Twin Cities (Equal Pay and Benefits) B.N. Pay brought up to S.P. level

ITEMS BY:
DELLUMS, C. L.

6. Status of increases in pay still pending

7. National agreement with Amtrak

8. Brotherhood Printing (red taken from letterheads - scroll of honor for retired members)

9. R.L.E.A. reduction in per capita (on 1,000 members - $50)

10. U.T.U. and Teamsters raiding our members (SCL CCAttdts)

11. Appreciation Contribution of $100 to Local 495, Washington, D.C.(returned by local 495)

12. Lawsuit (Miles, et al. v. The Pullman Company and BSCP)

13. Lawsuit (Norman, et al v. MISSOURI PACIFIC- BSCP and UTU third parties)

14. Discrimination charges filed with the EEOC by James Collins, Larned, Kansas (BSCP and UTU listed as other parties)

15. C.R.U. and R.L.E.A. vs J.D. Hodgson, et al (Civil Action No. 825-7)

16. $500 returned from the League for Mutual Aid (Workers Defense League)

17. Pension - Bennie Smith

18. Van Schaack and Company (Real estate-Insurance-Mortgages-Property Management)

ITEMS BY:
SHACKELFORD, L. J.

19. Written guidelines for all Brotherhood Officers in terms of vacations et cetera

20. Expense account for International Officers

21. Revision of G.M.&O. Working Agreement

22. Review of Burlington equalization of pay for dining car employees and increase for Burlington Northern sleeping car porters

23. Penn Central combined seniority rosters and equalization of pay on the Penn Central

24. Servicing the Brotherhood Membership

ITEMS BY:
SEYMOUR, W. W, (Resolutions referred by 1971 Convention to Int'l.Ex.Bd)

(A) Resolution #7 - Chicago (Age Limit for Retirement)

(B) Resolution #11 - Chicago (Mergers)

(C) Resolution #15 - Jacksonville (Merger of Brotherhood)

(D) Resolution #17 - Washington (Merger)

ITEMS BY:
BLANCHETTE, A. R.

25. Warranted adjustment in Separation Allowance amounts hitherto recommended for Brothers W.H. Bowe and A.R. Blanchette on their respective retirement from service to our Brotherhood, eventually

26. Canada Labour Code, effective March 4, 1972

ITEMS BY:
GREENE, L. H.

27. Brotherhood in General
    (a) Resolutions from Last Convention
    (b) Pensions, etc (Retired Officers, etc
                      (Retired Officers Widows, etc
                      (Medicare Payments
                      (Gifts for separated employees
                      (Travelers Insurance, etc.

28. Brotherhood Procedure, etc
    (A) Officers
    (B) Members
    (C) Correspondence
    (D) Mail
    (E) Other Organizations

ADDENDUM

AGENDA
PAGE THREE

ITEMS BY:
SEYMOUR, W. W. (Resolutions referred by 1971 Convention to Int'l.Ex.Bd.)

(A) Resolution #7 - Chicago (Age Limit for Retirement) Submitted for Study and refinement and re-submission to the next Convention

(B) Resolution #11 - Chicago (Mergers) Referred to the Board, because the Board is conducting an on going study of the future of the Organization

(C) Resolution #15 - Jacksonville (Merger of Brotherhood) Referred for the same reason as #11

(D) Resolution #17 - Washington (Merger) Referred to the Board for the same reason as for #11 and #15

ITEMS BY:
GREENE, L. H. (continued)

29. Plans for future
    (A) Finance

    (B) Members

    (C) New Negotiations, etc

ITEMS BY:
ISSACS, W. C.

30. Six years pay protection for all sleeping car and chair car porters

31. Reduce probationary period for new employees hired by the railroads

ITEMS BY:
TILLMAN, G. R.

32. Criteria for forcing all Carriers to comply with existing agreements

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MINUTES OF MEETING OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
CHICAGO, ILLINOIS
AUGUST 27, 1975

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BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD POST-CONVENTION MEETING

****

The International Executive Board of the Brotherhood of Sleeping Car Porters held its Post-Convention meeting in Chicago, Illinois, August 27, 1975. Chairman Dellums convened the meeting at 2:00 p.m., with all members present. International President Emeritus A. Philip Randolph was unable to attend

SECTION 1 - TERM OF OFFICE FOR NEW BOARD MEMBERS

1.2 Chairman Dellums explained that the Constitution provides for the term of office for newly elected members to begin October 1, 1975, and that he had no objections to the two new Board members coming into this short meeting, and further that he had suggested that they plan to arrive at 2:45 p.m.

All Board members were in accord with Chairman Dellums' suggestion concerning the two new Board members.

SECTION 2 - ELECTION OF BOARD SECRETARY

2.11 Brother A. R. Blanchette stated he saw no reason why the International Secretary-Treasurer should not also be the Secretary of the International Executive Board Meeting, and so moved

Motion seconded by Brother Simmons.

Motion adopted unanimously.

SECTION 3 - PAY INCREASE - INTERNATIONAL OFFICERS AND STAFF PERSONNEL

3.11 Chairman Dellums reminded the Board that in the May, 1975 meeting of the Board he had recommended a 10% increase in pay for the officials and staff personnel, and further stated that he would bring up the question of the 5% increase in the Post-Convention meeting. Chairman Dellums then recommended that the 5% increase be granted to the officials and staff personnel, effective January 1, 1976. Chairman Dellums further stated that the same 5% increase would be granted the clerical help. However, the clerical help must understand that they may not get the same increase each time the officials or staff personnel receive one. Noting that there needed to be a ceiling on some clerical positions, and that some clerical help may be granted increases and others may not at sometime.

Discussion was held on the subject.

Motion - Brother Shackelford moved that the Board accept Chairman Dellums' recommendation concerning the 5% pay increase.

Motion seconded by Brother G. R. Tillman

Motion adopted unanimously.

At this point and time 2:45 p.m. the two newly elected Board members, Brothers L. B. Thompson of Los Angeles and J. W. Cohen of Jacksonville, Florida arrived. Greetings and welcome to the Board were exchanged, and the Board meeting then continued.

SECTION 4 - EXPENSES OF INTERNATIONAL PRESIDENT GOING TO AND FROM AFL-CIO EXECUTIVE BOARD MEETINGS

4.11 Chairman Dellums explained how he arranged to take care of as much of the Brotherhood's business as possible when he was making trips as a Vice President of the AFL-CIO, since they were paying the transportation. He further pointed out the Brotherhood's business he took care of in May while he was in Washington, and stopped off in Chicago on the way back to hold the International Executive Board meeting. Also that he had set up meetings in Jacksonville and also attempted to set up the Miami Division earlier in the year while attending the Miami Beach AFL-CIO Executive Council meeting. Chairman Dellums explained that while on these AFL-CIO trips they were all "first-class", and that being so well known it was kind of embarrassing for people to see him flying first-class on most of his trips, and then occasionally see him flying in the coaches, which is a Brotherhood requirement while traveling on Brotherhood business. Chairman Dellums recommended that while he is a Vice President of the AFL-CIO that he be allowed to also travel first class while on Brotherhood business.

Discussion was held on the subject.

Motion - Brother L. H. Greene, Jr. moved that as long as the International President is on the Executive Council of the AFL-CIO that he travel first class while on business for the Brotherhood.

Motion - Seconded by Brother Simmons.

Motion adopted unanimously.

SECTION 5 - ITEMS REFERRED TO THE INTERNATIONAL EXECUTIVE BOARD FROM THE CONVENTION

5.11 It was decided that nothing was referred that required immediate attention.

There being no further business to transact, the 1975 Post - 50th Anniversary Convention meeting of the International Executive Board of the Brotherhood of Sleeping Car Porters adjourned at 3:00 p.m. to meet again upon call of the International President.

Fraternally submitted,

C. L. Dellums, Chairman

W. W. Seymour, Sr.

W. W. Seymour, Secretary of the Board

A. PHILIP RANDOLPH
International President Emeritus

C. L. DELLUMS
International President

PRESIDENT'S OFFICE
1716-18 Seventh Street
Oakland, California 94607

L. J. SHACKELFORD, JR.
International Vice President
431 South Dearborn St. - Suite 1224
Chicago, Illinois 60605

BROTHERHOOD
of
SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL-CIO/CLC

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W. W. SEYMOUR, SR.
International Secretary-Treasurer

J.D. WILCOX
Eastern Zone Supervisor
103 East 125th Street, Suite 710
New York, N. Y. 10035

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
517 Castle Building
1410 Stanley
Montreal 110, Quebec

June 1, 1976

MEMO

TO: International Executive Board Members

FROM: Secretary of Board W.W.S.

Please find enclosed the minutes of the International Executive Board meeting which was held in Chicago, Illinois on May 24, 1976.

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MINUTES OF MEETING OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
CHICAGO, ILLINOIS
MAY 24, 1976

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SECTION 2 Items by Brother L. J. Shackelford, Jr.
SECTION 3 International Secretary-Treasurer's Report
SECTION 4 Items by Brother A. R. Blanchette
SECTION 5 Items by Brother L. H. Greene, Jr.
SECTION 6 Items by Brother L. B. Thompson
SECTION 7 Items Not Listed On The Agenda - By Brother Cohen
SECTION 8 Announcements by Chairman Dellums

BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD MEETING

****

The International Executive Board of the Brotherhood of Sleeping Car Porters met in session in Chicago, Illinois, May 24, 1976. Chairman Dellums convened the meeting at 9:30 a.m. with all members present. International President Emeritus A. Philip Randolph was not in attendance. Prayer for guidance and direction was offered by Board Member L. B. Thompson of Los Angeles.

SECTION 1 - MINUTES OF POST CONVENTION BOARD MEETING

1.1 There being no corrections to the Post Convention Board minutes, Chairman Dellums declared the minutes officially adopted.

SECTION 2 - ITEMS BY BROTHER L. J. SHACKELFORD, JR.

2.1 Non-functioning of Burlington Northern System Local. After brief discussion, Chairman Dellums requested a letter concerning this matter so that he may properly close out the Burlington Northern System Local.

2.2 Amtrak's proposal to transfer Chicago-based trains to other cities. After a brief explanation, it was determined that this was not a Board subject. Officers and negotiation team will continue talking with Amtrak people and try to discourage such action.

2.3 Held for service rule. Discussion was held on the held-for-service rule, and the need to give up the guaranteed extra board rule to correct this matter.

SECTION 3 - INTERNATIONAL SECRETARY TREASURER'S REPORT

3.1 Revised savings account list was given all members.

3.2 Estimated income and expense amount was given, noting that expenses exceed income by about the same figure as last report. Estimated membership of 2000 was projected as being necessary to reverse the downward trend.

3.3 No change in number of people on Travelers Insurance. Cost per month for Group Dental Plan with Travelers was given.

3.4 Pamphlets on the Open Enrollment for Furloughed and Retired Employees were passed out. Open enrollment will be June, July and August, 1976.

3.5 Secretary-Treasurer reminded the Board of the need for documentation for travel, lodging, ground transportation, etc.

3.6 For benefit of new Board members, a brief discussion on per diem was held. Per Diem - $36.00 per day. In cases where hotel room is over $36.00 per day, BSCP pays for room and tax. Member then gets $15.00 per day to live on. Transportation allowed. Time lost allowed.

SECTION 4. ITEM BY BROTHER A. R. BLANCHETTE

4.1 Item withdrawn by Brother Blanchette

SECTION 5 - ITEMS BY BROTHER GREENE

5.1 Finance structure withdrawn

5.2 Pension program. Chairman Dellums gave a detailed history of the present pension plan that was granted only to the Founding Fathers--Resolution passed in the 1956 Convention.

5.3 Insurance payments, etc. withdrawn.

5.4 Dental Plan - Chairman Dellums explained that cost per month per International employee was prohibitive at this time. Plan, however, is so set up that the BSCP may join as soon as it is financially possible.

Board recessed for lunch at 12:45 p.m.. Board resumed its session at 1:50 p.m.

5.5 Sleeping Car Porters Agreement. Discussion was held on the subject. Members advised that a date has been set for resumption of talks with Amtrak.

5.6 Service Workers Council. Discussion and clarification of various topics concerning this subject was held.

5.7 Base representatives as earlier conceived was discussed by Chairman Dellums. Some adjustments made. BSCP base representatives to represent our members at base.

5.8 Collection of back dues. A thorough discussion on this subject was held. Chairman Dellums asked Board members for their ideas to solve this problem. Board ordered that delinquent members must reinstate by paying a $50.00 fee. In addition, they must pay dues for five (5) months ($75.00). This amount shall be for February through June, 1976. Delinquent members must be urged to sign a dues authorization form as part of the package. Signed authorization forms should reach International Secretary-Treasurer no later than July 5, 1976, so that July dues may be deducted. Letters to delinquent members must go out from Zone offices.

5.9 Brotherhood Divisions. Discussion was held on a possible merger of the P-1 and New York Divisions. Proper representation should be provided for.

SECTION 6 - ITEMS BY BROTHER L. B. THOMPSON

6.1 A dental plan for retired members and their dependents and the inclusion of Pullman Porters,who transferred to railroads after 1968 to be included in railroad hospital associations was discussed.

6.2 Newsletter. Membership would welcome a periodic news letter. Chairman Dellums took this subject under advisement. He said there was a need, and especially so for new members.

SECTION 7 - ITEMS NOT LISTED ON THE AGENDA BY BROTHER COHEN

7.1 Several items of special importance to the Jacksonville Attendants were discussed and Chairman Dellums took the various subjects under advisement.

SECTION 8 - ANNOUNCEMENTS BY CHAIRMAN DELLUMS

8.1 Chairman Dellums announced that a negotiation session has been set with Amtrak in Washington June 15, 16, and 17, 1976. Sleep rule will be changed if possible.

There being no further business to transact, the International Executive Board recessed at 4:35 p.m. to meet again upon call of the International President.

Fraternally submitted,

C. L. Dellums, Chairman

W. W. Seymour
W. W. Seymour, Sr.
Secretary of the Board

INTERNATIONAL EXECUTIVE BOARD MEMBERS

Chairman - C. L. Dellums - Oakland, California

Secretary - W. W. Seymour, Sr., - Denver, Colorado

Member - L. J. Shackelford, Jr. - Chicago, Illinois

Member - A. R. Blanchette - Montreal, Canada

Member - L. H. Greene, Jr. - Mt. Vernon, New York

Member - G. R. Tillman - Chicago, Illinois

Member - Herman Simmons - Oakland, California

Member - L. B. Thompson - Los Angeles, California

Member - J. H. Cohen, Sr. - Jacksonville, Florida

A. PHILIP RANDOLPH
International President Emeritus

WM. H. BOWE
International Secretary-Treasurer Emeritus

C. L. DELLUMS
International President

PRESIDENT'S OFFICE
1716-18 Seventh Street
Oakland, California 94607

L. J. SHACKELFORD, JR.
International Vice President
431 South Dearborn St. - Suite 1224
Chicago, Illinois 60605

BROTHERHOOD of SLEEPING CAR PORTERS

Train, Chair Car, Coach Porters and Attendants
AN INTERNATIONAL UNION
Affiliated with the AFL/CIO/CLC

INTERNATIONAL HEADQUARTERS
5253 THRILL PLACE
DENVER, COLORADO 80207
Phone: 303-322-4757

W. W. SEYMOUR, SR.
International Secretary-Treasurer

J. D. WILCOX
Eastern Zone Supervisor
103 East 125th Street, Suite 710
New York, N.Y. 10035

A. R. BLANCHETTE
International Field Representative
Dominion of Canada
517 Castle Building
1410 Stanley
Montreal 110, Quebec

September 19, 1977

MEMO

TO: International Executive Board Members

FROM: Secretary of Board W. W. S.

Please find enclosed the minutes of the International Executive Board meeting which was held in Chicago, Illinois on September 2, 1977.

INDEX TO
MINUTES OF MEETING OF
INTERNATIONAL EXECUTIVE BOARD
BROTHERHOOD OF SLEEPING CAR PORTERS
CHICAGO, ILLINOIS
SEPTEMBER 2, 1977

****

SECTION 1 Minutes of May 24, 1976 Board Meeting

Section 2 International Secretary-Treasurer's Report

Section 3 International President's Report

Section 4 Item by Brother L. J. Shackelford, Jr.

Section 5 Item by Brother L. H. Greene, Jr.

Section 6 Items by Brother L. B. Thompson

Section 7 Item by Brother James Cohen, Sr.

Section 8 Item by Acting International Field Representative Brother Marcus Dash

INTERNATIONAL EXECUTIVE BOARD MEMBERS

Chairman - C. L. Dellums - Oakland, California

Secretary - W. W. Seymour, Sr., - Denver, Colorado

Member - L. J. Shackeford, Jr. - Chicago, Illinois

Member - N. S. Hawkins - Chicago, Illinois

Member - L. H. Greene, Jr. - Mt. Vernon, New York

Member - Herman Simmons - Oakland, California

Member - L. B. Thompson (Retired Sleeping Car) Los Angeles, California

Member - J. W. Cohen, Sr. (Retired Chair Car) Jacksonville, Florida

BROTHERHOOD OF SLEEPING CAR PORTERS

INTERNATIONAL EXECUTIVE BOARD MEETING

****

The International Executive Board of the Brotherhood of Sleeping Car Porters met in session in Chicago, Illinois, September 2, 1977. Chairman Dellums convened the meeting at 9:30 a.m. with all members present except Board Member and International Field Representative of the Dominion of Canada Brother A. R.Blanchette who passed August 8, 1977. International President Emeritus A. Philip Randolph was not in attendance. Prayer for guidance and direction was offered by Board Member L. B. Thompson of Los Angeles.

Chairman Dellums recognized and welcomed new Board Member N. S. Hawkins of Chicago, Illinois.

Chairman Dellums spoke of the letter of resignation received from International Field Representative A. R. Blanchette of Canada and of his untimely death on August 8, 1977. The Chair then recognized Brother Marcus Dash of Montreal. Chairman Dellums announced that he had appointed Brother Dash as Acting Field Representative of the Dominion of Canada and had so notified the Canadian Pacific and all concerned.

SECTION 1 - MINUTES OF THE 1976 BOARD MEETING

1.1 There being no corrections to the May 24, 1976 Board minutes, Chairman Dellums declared the minutes officially adopted.

SECTION 2 - INTERNATIONAL SECRETARY-TREASURER''S REPORT

2.1 Revised savings account list showing a balance of $50,000 was given to all members.

2.2 August financial report reviewed. Expenses still exceed income. Increase in dues to $20.00 to be a small help financially.

2.3 Request of Secretary for exact membership count. Because Secretary: 1) receives no seniority rosters; list of new hires, furloughs, discharges, deaths, etc. and 2) because Amtrak and H & RE arbitrarily moves our members to other deduction rosters. Exact count impossible.

Board Member Shackelford moved that the Secretary-Treasurer's report be accepted. Motion seconded and adopted.

SECTION 3 - INTERNATIONAL PRESIDENT'S REPORT

3.1 Chairman Dellums emphasized the need to close savings account at least every month and a half. All savings accounts are premium accounts. Substantial loss incurred when closing such accounts. Premium accounts to mature in 1978.

3.2 Increase in dues to $20.00 would not materially help us financially as Amtrak has just announced massive cuts in work force.

3.3 Section 6 Notices out for improvement in contract. Moratorium prevented monetary gains before January 1978. Members to be kept advised of progress in negotiations.

3.4 Meeting with new Vice President of Public Relations Daniels holds promise of change that may prove beneficial.

Rules on claims must be followed. Other cases reported to Daniels.

3.5 Discussion of financial condition of Brotherhood and the possibility of receiving financial help or merger with some other organization. Discussion on financial help with Tom Donahue, Assistant to President Meany; Alan Kistler, Director of Department of Organization and Field Services and his new assistant, Brother Williams.

Brother Dellums then announced that he had set up an initial conference with International President Fred Kroll, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employes. International Vice President Shackelford and International Secretary-Treasurer Seymour will handle the initial conference in Rosemont, Illinois, September 12, 1977.

BOARD RECESSED FOR LUNCH AT 12:45 p.m.. BOARD RESUMED ITS SESSION AT 1:40 p.m..

SECTION 4. ITEM BY BROTHER L. J. SHACKELFORD, JR.

4.1 Account of serious financial condition of the Brotherhood, serious consideration should be given to eliminate widows'pensions. After long and deliberate discussion, the Board agreed to eliminate all pensions except for Brother Randolph. This action to become effective at October 1977 as September 1977 pension checks had been mailed.

4.2 Brotherhood's position in Canada was raised because of death of Brother Blanchette. Chairman Dellums indicated that that was why he had requested Brother Dash to attend the Board meeting, as Brother Dash has been handling our affairs there since Blanchett's untimely death.

SECTION 5 - ITEM BY BROTHER L. H. GREENE

5.1 Brother Greene suggested that a reorganization of the Brotherhood's structure was in order to aid our financial condition and to better service our membership. All members were in agreement that a reorganization was needed, however, due to the closeness of the merger talk with BRAC (September 12) nothing could or should be done before that time. The Chair requested that each member set forth in writing his idea as to how the Brotherhood should be reorganized.

Further action to be held over until next Board meeting.

5.2 Item on Travelers withdrawn.

SECTION 6 - ITEMS BY BROTHER L. B. THOMPSON

6.1 Communication to members. Discussion on lack of proper communication to membership. Financial condition to blame in part for poor communication.

6.2 Handling of disciplinary cases in Los Angeles. Discussion on the subject was held. Suggestions and guidance for handling offered by the Chair.

SECTION 7 - ITEMS BY BROTHER JAMES COHEN, SR.

7.1 Discontinuance of trains 85 and 86. Brother Cohen gave the members complete detail on the possible loss of this train and how it would effect our membership. Discussion held on the subject.

7.2 Comparison of dues and joining fees of BSCP and H&RE locals discussed. H&RE preparing to raise dues and fees in October 1977.

7.3 Merging of Brotherhood locals in Jacksonville. Brother Cohen spoke on this subject. Chairman Dellums gave Cohen instructions on this matter. Resolution of subject matter to be handled by International President.

SECTION 8 - DISCUSSION OF CANADIAN SITUATION BY ACTING INTERNATIONAL REPRESENTATIVE MARCUS DASH.

8.1 Brother Dash gave detail account of his efforts for the Brotherhood since the demise of Brother Blanchette. Several meetings scheduled concerning C. N. Rail, C. P. Rail and the establishment of VIA Rail Canada, Inc. Major items in contract negotiations to include: Increased wages with cost of living clauses; sick leave; amended overtime-shorter work week; pensions; job security; vacation; and improved Employe's Benefit Plan. International President and members to be kept apprised of talks in Canada.

There being no further business to transact, the International Executive Board stood for a moment of silent prayer in behalf of our departed officer and member, Brother A. R. Blanchette.

Board adjourned at 4:30 p.m., subject to meet again upon call of the International President.

Fraternally submitted,

W. W. Seymour Sr.

C. L. Dellums, Chairman

W. W. Seymour, Sr., Secretary of Board

ASA PHILIP RANDOLPH

SUBJECT FILE

BROTHERHOOD OF SLEEPING
CAR PORTERS
Ladies Auxiliary
General

1938-75

CONSTITUTION AND GENERAL RULES

OF THE

LADIES AUXILIARY

TO THE

BROTHERHOOD OF SLEEPING CAR PORTERS
(An International Union)

Adopted by the
First International Convention
Held at Chicago, Illinois
Sept. 24 - 27, 1938.

CONSTITUTION AND GENERAL RULES

LADIES' AUXILIARY

to the

BROTHERHOOD OF SLEEPING CAR PORTERS

PREAMBLE

To unite the families of the Brotherhood of Sleeping Car Porters; to promote and advance their welfare economically, socially, morally, intellectually and to encourage and stimulate their interest in all matters pertaining to the good and progress of the Brotherhood of Sleeping Car Porters, this AUXILIARY has been organized.

Realizing that it is for the best interest of the Brotherhood in general, and for our own welfare that a mutual good feeling and clear understanding should at all times exist between both organizations, it shall be our constant and undivided aim and endeavor to create and maintain the same, since the power and progress of the Brotherhood make for the direct and definite benefit of each and every woman relative of a porter or attendant.

Such are the unequivocal aims and intentions of the Ladies' Auxiliaries to the Brotherhood of Sleeping Car Porters.

CONSTITUTION
of
INTERNATIONAL ORGANIZATION

ARTICLE I.

NAME AND COMPOSITION

This organization shall be known in name and composition as the International Auxiliary Order of the Ladies' Auxiliary to the Brotherhood of Sleeping Car Porters and shall consist of one INTERNATIONAL AUXILIARY ORDER, composed as hereinafter provided and of such subordinate local division Auxiliaries as may hold legal and unreclaimed charters, granted by the INTERNATIONAL AUXILIARY ORDER.

ARTICLE II.

TIME AND PLACE OF MEETING

The INTERNATIONAL AUXILIARY ORDER shall meet annually, the third Monday in September, in a city in which the previous convention shall have selected by majority vote, and shall remain in session for one week or less, and the conventions of the Auxiliary shall meet in the same city of the convention of the Brotherhood of Sleeping Car Porters, when the Brotherhood is in convention.

ARTICLE III.

OFFICERS AND MEMBERS OF THE INTERNATIONAL ORDER

The International Auxiliary Order shall consist of an International Counselor, an International President, International Secretary-Treasurer, four (4) International Vice-Presidents and an International Executive Board and delegates in proportional representation from each local division Auxiliary upon the basis of one delegate the first one hundred (100) financial members, or fraction thereof, and one (1) delegate for each additional one hundred (100), or fraction thereof, numbering over twenty-five (25).

ARTICLE IV.

QUORUM

The majority of the duly elected delegates shall constitute a quorum, and shall have authority to transact the business of the Convention, either in person, or by proxy.

ARTICLE V.

JURISDICTION

The International Executive Board of the Brotherhood of Sleeping Car Porters and the International Counselor shall have the privilege and power to call before the Board any international official or member or the entire International Executive Board of the Ladies' Auxiliary for investigation and counsel, and shall have the power to revoke the international charter and dissolve the Ladies' Auxiliary, if in its opinion the Auxiliary is not cooperating with the Brotherhood and is adopting policies not in harmony with or inimical to the policies of the Brotherhood.

The International Auxiliary Order shall have jurisdiction over all subjects pertaining to the Ladies' Auxiliary, and its enactments and decisions shall be final upon all questions, and shall be the supreme law of the Auxiliary; it shall hear and decide all matters of controversy which may be brought before it by appeal or otherwise, it may reprove and punish for misconduct local division Auxiliaries; it shall adopt laws and regulations of general application for the government of the Auxiliary, and alter, amend or repeal the same and shall regulate and control the unwritten work of the Auxiliary; it shall have the power to require and execute bonds for all officers that occupy places of trust to handle any funds of the Auxiliary.

ARTICLE VI.

OFFICERS: ELECTION, TERM AND INSTALLATION

The officers of the Ladies' Auxiliary shall be elected at each regular convention and shall hold office one (1) year. Their term of office shall begin November 1, and they shall serve until their successors have been regularly qualified. They shall be sworn in during the session of the International Auxiliary Order at which they were elected.

ARTICLE VII.

OFFICERS: PRIVILEGES AND QUALIFICATIONS

An International Officer shall be permitted to represent her division as a delegate, but shall not retain membership in any other Ladies' Auxiliary to a Sleeping Car Labor Organization.

ARTICLE VIII.

DUTIES OF INTERNATIONAL PRESIDENT

It shall be the duty of the International President to preside at the meetings of the International Auxiliary Order and perform its executive duties while the same is not in session. She shall have general supervision of the Auxiliary, as well as authorizing, in conjunction with the International Counselor, the organization of Local Division Auxiliaries and the issuing of charters therefor. She, with the International Counselor and the International Executive Board, may grant dispensations that are in harmony with the laws and regulations of the Auxiliary. She shall have authority to convene subordinate Auxiliaries and call union meetings at such times and places as, in her judgment, will promote the well-being and progress of the Auxiliary. She shall sign all charters and approve all bills of expense, when such expense has been authorized in conformity with the law, and an itemized statement thereof is submitted in connection therewith. She shall sign all circulars, reports and documents requiring to be validated. She shall be authorized, together with the International Counselor and the International Executive Board to levy such special assessments as may be necessary for the maintenance of the International Fund. She shall, in conjunction with the International Counselor and the International Executive Board, direct that special meetings of the International Auxiliary Order be held. She shall supply the pass words for transmission to the subordinate Auxiliaries. She shall decide all questions and appeals submitted to her by subordinate Auxiliaries, and when questions threaten the stability of the Auxiliary and endanger the interests of the Brotherhood, she shall consult the International Counselor and the International Executive Board on same, and her decisions thereon shall be final, unless reversed on appeal, said appeal to be filed in conformity with the laws governing appeals, by the ensuing meeting of the Ladies' Auxiliary. At each annual meeting of the Ladies Auxiliary, she shall prepare and submit a detailed report of her official acts during the preceding fiscal year, and she shall also perform such other duties as the laws and regulations of the Auxiliary may require. At the expiration of her term of office, she shall turn over to her successor all books, papers, and property of the Ladies' Auxiliary.

In the event of death, resignation or removal of an International officer, she shall in consultation with the International Counselor, appoint a successor for the unexpired term, with the approval of the International Executive Board.

She shall be jointly responsible with the International Secretary-Treasurer for all funds of the Ladies' Auxiliary. She shall give bond to be made payable to the Ladies' Auxiliary to the Brotherhood of Sleeping Car Porters, in an amount which will be determined by the International Executive Board.

She shall be ex-officio chairman of the International Executive Board.

ARTICLE IX.

DUTIES OF THE INTERNATIONAL EXECUTIVE BOARD

The International Executive Board shall consist of the International President, International Secretary-Treasurer, four International Vice-Presidents, an International Counselor and EIGHT ~~seven (7)~~ 8 additional lay members or local officials of the International Auxiliary Order. The lay members or local officials of the International Executive Board shall be selected as follows: One (1) from the East, one (1) from the South, one (1) from the Middle West, one (1) from the Pacific Coast and the other three (3) members to be distributed geographically as equitably as possible. Vice-Presidents, too, as nearly as possible, shall be chosen with respect to geographical conditions. Immediately after the election and adjournment of the convention, or as soon as possible, it shall meet and elect one of their members as a chairman and as a secretary and proceed then to carry out the mandates of the convention.

The Secretary of the International Executive Board shall furnish a copy of the minutes of all meetings to the President and each member, and copies of all correspondence received by her for the attention of the Board. The Board shall act as advisory counsel to the President whenever called upon by that officer, or when some question is constitutionally referrable to the Board.

In the event of the death, resignation or removal of the President, her successor for the unexpired term shall be elected by the International Executive Board within thirty (30) days, choosing one from among their number.

In the event of the death, resignation or removal from office for any cause of the International Secretary-Treasurer, or any member of the International Executive Board, such vacancy or vacancies shall be filled by appointment by the International President in consultation with the International Counselor.

The Board may upon its own motion call the International President into consultation on any matter pertaining to the International Auxiliary Order.

One or two (2) meetings a year shall be held by the members of the Board in person, if possible, and one meeting as soon after the election as possible, a practical method of communicating with each other by correspondence on all important matters pertaining to the Ladies' Auxiliary that properly come within the cognizance of the Board shall be worked out.

The Board shall have access to the books and accounts of the International Secretary-Treasurer at any time. It shall audit or designate some certified public accountant, if possible, to audit the books at least once each year, or any time, when, in its judgment, it is necessary, or when directed to do so by the International President.

The Board shall approve all surety bonds required by the Constitution or general rules.

When charges are preferred against any officer or member of the International Auxiliary Order for violation of obligation or neglect of duty, those members of the International Executive Board not personally involved in the charges shall conduct the trial and a majority of the International Executive Board not personally involved shall designate the place where the trial is to be held. Not less than thirty (30) days notice shall be given to all interested parties. Selection of counsel and witnesses shall be within the membership for prosecution and defense. Written evidence from any source, when relavant and proper, shall be admissable. On completion of the trial, the Board shall render a written verdict, promptly sending copies thereof to all of its members and International officials.

When the verdict is by a majority vote, the minority shall have the right of appending thereto their report. If appeal is taken from decision of the International Executive Board, it must be made in writing to the International President within thirty (30) days from the date of decision. All such appeals shall be filed with the International Executive Board for a hearing and final decision shall be made at the next convention.

All appeals from decisions rendered by any board or officer shall first be submitted to the International President for review; if, in her judgment and the judgment of the International Counselor, the merits of the case warrant a retrial, the same shall be referred to the next regular session of the International Auxiliary Order for hearing whose verdict shall be final. All cases wherein the International President has original jurisdiction, shall be subject to appeal to the International Auxiliary Order in Convention assembled.

ARTICLE X.

DUTIES OF INTERNATIONAL SECRETARY-TREASURER

She shall devote her whole time to the proper performances of her duty. She shall keep a true and correct record of all proceedings of the International Auxiliary Order proper, to be reduced to writing.

She shall read, or cause to be read, all petitions, resolutions and communications submitted to that body and file and safely keep all important papers, seal all dispensations emanating from the International Auxiliary Order.

At each regular convention she shall submit a complete report in detail of the receipts, canceled checks and expenditures of all funds during her tenure of office, attaching thereto vouchers covering all items of expense; showing total membership of the Order, with the deaths expulsions, withdrawals, all local divisions organized or disbanded, and all other matters pertaining to her office.

She shall be the custodian of all International Auxiliary Order funds, and issue receipts for same to payer. She shall be the custodian of all other properties of the International Auxiliary Order and be responsible to the International Executive Board.

She shall notify all local secretary-treasurers of all rejections by local Auxiliaries.

She shall assist the President in making all arrangements for the sessions of the International Auxiliary Order, and shall attend such sessions with all necessary books and papers.

She shall furnish the International Executive Board with all papers; financial statements and any other information desired by that Board, at any time or place designated by them.

She shall, with the approval of the International President, and

International Counselor employ such assistants as are necessary for the performance of her duties.

She shall give bond in the same manner and subject to the same conditions as that furnished by the International President to an amount determined by the International Executive Board.

She shall make collections of all dues and assessments of the International Auxiliary Order.

In the event of the death, resignation or removal of the International President, she shall be the presiding officer until her successor is elected by the International Executive Board.

ARTICLE XI.

DUTIES OF THE INTERNATIONAL VICE-PRESIDENTS

The International Vice-Presidents shall function as assistants, or deputy General Organizers, assigned to zones or sub-divisions of administration work by the International President in conjunction with the International Counselor, with the knowledge of the International Executive Board.

It shall be the duty of the International Vice-Presidents, when on full time pay, to devote their whole time to the interests of the Ladies' Auxiliary. They shall assist the International President in the discharge of her duties at the sessions of the Ladies Auxiliary meetings; visit and instruct Auxiliary divisions in the unwritten work of the Order; inquire into their conditions; reporting all violations of the law; supervise zones; and render such other services as may be assigned to them by the International President in conjunction with the International Counselor.

ARTICLE XII

DUTIES OF INTERNATIONAL COUNSELOR

It shall be the duty of the International Counselor to attend the regular and special conventions and meetings of the International Executive Board of the Ladies' Auxiliary to the Brotherhood of Sleeping Car Porters when it is possible for him to do so and designate any international official of the Brotherhood to serve in his stead or assist him. He shall give such counsel and instructions as shall expedite and clarify and keep in harmony the policies of the Ladies' Auxiliary with the policies of the Brotherhood of Sleeping Car Porters.

Furthermore, whenever requested by the International President of the Ladies' Auxiliary, he shall counsel and advise that officer in the general work of the Auxiliary. The International President of the Brotherhood of Sleeping Car Porters, shall be the International Counselor.

The International and local counselors shall not seek to interfere with or prevent the exercise of initiative and freedom on the part of the International or local Auxiliaries in the handling of their own affairs, but shall assist and cooperate in every way with the auxiliaries and advise them against the adoption or expression of anti-Brotherhood or anti-organized labor policies or allying themselves with movements that are not endorsed by the Brotherhood of Sleeping Car Porters.

ARTICLE XIII.

MEMBERSHIP: APPLICATION FOR

All applications shall be made to local divisions upon the form provided for that purpose by the International Auxiliary Order and supplied by the International Secretary-Treasurer. Membership shall become effective with the date of that application to the local division to which application is made and full fee paid.

ARTICLE XIV

JOINING FEE AND MONTHLY DUES

The joining fee of the International Auxiliary Order shall be Fifty (50) Cents. The dues shall be ten (10) cents per month, said dues payable tht next calender month, eight cents of which shall be sent to the International Secretary-Treasurer.

Of the fees paid by the members of each auxiliary, thirty-five (35) cents shall be sent to the International Secretary-Treasurer, for the National Fund, and fifteen (15) cents to remain in the local treasury.

Assessments shall be payable to the local secretary-treasurer on the day designated for payment of same, by General Order issued by the International President and remitted to the International Secretary-Treasurer.

A member failing to pay dues or assessments for three (3) months shall be considered delinquent and dropped from the roll.

A delinquent member may be restored to good standing upon the payment of arrears of dues and assessments.

ARTICLE XV.

SALARIES AND TRAVELING EXPENSES

Salaries and traveling expenses of the International Officers shall be determined by the International Executive Board.

ARTICLE XVI.

CREDENTIALS OF DELEGATES

Certificate of election as delegate shall be forwarded to the International Secretary-Treasurer properly certified and signed by the local division Auxiliary President and Secretary-Treasurer. The delegate so authorized to represent such local division auxiliary at conventions shall be furnished with credentials signed and sealed by the local president and local secretary-treasurer, authorizing her to represent her division at the session of the International Auxiliary Order for which it is issued.

ARTICLE XVII

DONATIONS

The International Auxiliary Order funds shall not be donated for any purpose except by recommendation and authorization of the International Executive Board.

ARTICLE XVIII.

GRAND REGISTER

The International Secretary-Treasurer shall keep a Grand Register in which she shall record the names and addresses of all members of the Order and their standing therein.

ARTICLE XIX

ORGANIZATION OF LOCAL DIVISIONS

Seven or more persons having the proper qualifications may constitute a local division Auxiliary.

ARTICLE XX

INSTRUCTIONS

Local Division Auxiliaries of the Brotherhood shall receive instructions on the constitution and unwritten work and duties of the membership from time to time as the International President of the Internationa Auxiliary Order and International Counselor may deem necessary.

ARTICLE XXI.

BILLS AND ACCOUNTS

Local Division Auxiliaries shall be responsible to the International Auxiliary Order for all bills and accounts contracted by them and must be satisfactorily adjusted before representation will be permitted in convention.

ARTICLE XXII.

SOUVENIRS

It shall be unlawful for the International Auxiliary Order or any local auxiliary to endorse any article or merchandise. It shall be unlawful for a local auxiliary to sell or grant to any person or persons the right to solicit advertisements or to issue souvenirs or any like matter in the name of the Auxiliary or Brotherhood. Any members convicted for violation of this rule shall be suspended or expelled by the International Executive Board.

ARTICLE XXIII.

FISCAL YEAR

The fiscal year of this Order shall begin on the first day of ~~October~~. August

ARTICLE XXIV

FUNDS: DISPOSITION OF

Funds of the International Auxiliary Order shall be deposited to the account of the Ladies' Auxiliary to the Brotherhood of Sleeping Car Porters at least once a week, if necessary, in some bank or banks jointly agreed upon by the International President and International Secretary-Treasurer and the International Counselor, subject to the approval of the International Executive Board, and such officers shall not be held responsible for any loss caused by the failure of any bank when deposit is made in accordance with this article.

All checks and drafts drawn against the funds of the International Auxiliary Order to be valid shall have the signature of the International Secretary-Treasurer, countersigned by the International President.

ARTICLE XXV.

CONSTITUTIONS: DISTRIBUTION OF

Every member of the Order shall be required to possess a copy of the constitution or to have had the opportunity to have read same. Such possession or opportunity to have read the constitution will imply a full knowledge on her part of the laws, orders, and provisions contained therein, and her acceptance thereof.

ARTICLE XXVI

AMENDMENTS

All amendments to this constitution shall be made by the delegates in convention assembled. A two-thirds (2/3) vote of the qualified delegates shall be necessary to ratify such amendments.

ARTICLE XXVII

LOCATION OF OFFICES

The offices of the Ladies' Auxiliaries shall be in the offices of the Brotherhood of Sleeping Car Porters.

ARTICLE XXIX

OFFICIAL SEAL

The International Auxiliary Order shall have an official seal which shall be in the possession of the International Secretary-Treasurer, which shall be applied to all official documents and papers issued by and under the authority of the International Auxiliary Order. Any person or local auxiliary using the official seal in any manner other than herein provided shall be subject to censure, suspension or removal from office.

ARTICLE XXX

REPORTS

All international officers shall be required to give a report of their work to the International Convention.

No financial report except that of the International Secretary-Treasurer shall be given at the convention.

RULES AND REGULATIONS FOR LOCAL AUXILIARIES

ARTICLE I

NAME: OF WHAT COMPOSED

Each Auxiliary shall consist of seven or more members and shall be hailed and entitled ________________. The Ladies Auxiliary of the Brotherhood of Sleeping Car Porters. (It cannot voluntarily dissolve so long as seven (7) members in good standing object thereto).

ARTICLE II

TIME AND PLACE OF MEETING

The regular meeting of each Auxiliary shall be held at such time and place as agreed upon, but the local division Auxiliary shall hold at least one (1) regular meeting each month.

ARTICLE III

PARLIAMENTARY PROCEDURE AND ORDER OF BUSINESS

Robert's Rules of Order, revised, shall be the standard work deciding all points of order.

The order of business at special meetings shall be determined by the call of such meetings handling only such business as is set forth in the call for the meeting, which shall be done in writing, forwarding copy to each member. The order of business at regular meetings shall be as follows:

ORDER OF BUSINESS

1. Chaplain's prayer.
2. Introduction of visitors.
3. Roll call of officers and members.
4. Reading of minutes of preceding meeting.
5. Reading of applications.
6. Voting on applications.
7. Reading of correspondence.
8. Committees and reports.
9. Unfinished business.
10. New business.
11. Nomination of officers.
12. Election of officers
13. Installation of officers.
14. Good and welfare.
15. Adjournment.

The President will call the meeting to order and conduct same according to the order of business as expeditiously as possible. The meeting will be automatically closed upon conclusion of order of business without taking a vote for adjournment. The seating arrangement of the meeting room shall be entirely within the discretion of the Auxiliary. Members desiring to leave the Auxiliary room before the meeting is closed will rise and ask permission from the Chairman.

ARTICLE IV

QUORUM

Five members of a division in good standing shall constitute a quorum, and shall be qualified to transact the legal business of the

Auxiliary; in the absence of all officers, members present may elect two (2) from their number to act as chairman and secretary of said meeting.

ARTICLE V.

JURISDICTION AND AUTHORITY

The jurisdiction and authority of a local division Auxiliary shall be that assigned by the International Auxiliary Order.

ARTICLE VI.

OFFICERS

The officers shall be a President, a Vice-President, and a Secretary-Treasurer, elective, a Local Counselor appointed by the International Counselor, a Chaplain and a Sentinel and a porteress appointive; the appointed officers other than the local counselor shall be appointed by the President-Elect prior to installation and they shall be installed with the elected officers. No member shall be eligible to hold office in any local auxiliary or membership on the local Executive Board or Auditing Committee who shall not have been continuously financial for at least one year preceding elections except where new divisions are established.

In additional to other elective officers, a delegate to represent the Local Division Auxiliary in the International Convention shall be nominated and elected concurrently with other officers sometime during the month of June. The nominee receiving the highest number of votes shall be elected delegate; the nominee receiving the next highest number of votes shall be elected alternate.

The Local Division Auxiliary shall have authority to elect a second vice-president, and an Executive Board with the minimum of five (5) and a maximum of nine (9) members; all regularly elected and appointive officers shall serve the term of one (1) year, or until their successors have duly qualified. Nominations shall be opened in the first two weeks of June and the Secretary-Treasurer shall prepare a ballot showing the name and office for which each has been nominated. Voting shall be conducted during the last two weeks of June.

All ballots shall be disregarded and destroyed if the instructions contained therein are not complied with in every manner and new nominations and elections shall be held immediately upon proof of error, certified by a majority vote in the regular Auxiliary meeting. The ballots shall be counted within a few days following the election on a date set by the Local Executive Board.

The President shall appoint three (3) tellers, not nominees when possible, who shall open and count the ballots and announce the results by calling the names of each candidate, the office and number of votes received. The nominee receiving the highest number of votes shall be elected. In case of a tie vote for any office, it shall be decided at that meeting by vote of the members present, who shall vote only on the candidates tied. All elective and appointive officers shall be installed at the first regular meeting in July or as soon thereafter as possible.

ARTICLE VII.

PRESIDENT: DUTIES THEREOF

The Local Division President shall be the chief executive and shall conduct the affairs of the Local Division Auxiliary. She shall preside at all meetings of the Auxiliary and see that the laws are strictly complied with. In case of a tie vote on resolutions or motion the President shall cast the deciding vote.

ARTICLE VIII

LOCAL EXECUTIVE BOARD: DUTIES THEREOF

The Local Executive Board shall meet during the interim of the meetings of the business meetings of the Local Division Auxiliary and shall handle such matters of the Local Division Auxiliary as may be pressing.

The Local Executive Board may require the local officials, President and Secretary-Treasurer, together with the chairman or members of any committee to report to it and appear for examination concerning any matter of the Local Division Auxiliary.

It may make recommendations to the regular business meetings of the Local Division Auxiliary once a month.

Final action on the policies of the Local Division Auxiliary shall reside in the hands of the Local Division Auxiliary itself, and the same shall be expressed in the regular business or special meetings, and it shall cooperate with the President, Local Counselor, and Secretary-Treasurer in carrying out the mandates of the auxiliary which shall be developed and expressed in the monthly business meetings.

ARTICLE IX.

VICE PRESIDENT: DUTIES THEREOF

It is the duty of the Vice-President to assist the President in the discharge of her duties, preside in her absence, and in case of death, removal or resignation of the President, she shall assume that office and discharge all duties for the unexpired term and the second Vice-President should succeed the first Vice-President.

ARTICLE X

SECRETARY-TREASURER: DUTIES THEREOF

She shall keep a true and correct record of all proceedings to be written of each meeting and members present. She shall be custodian of the funds and property of the Local Division Auxiliary. She shall keep a correct account of the local dues remitted to the International Secretary-Treasurer of the International Auxiliary Order. She shall assist in the collection of dues and assessments as directed by the International Secretary-Treasurer. The Local Division Auxiliary shall follow the rules and decisions submitted by the International Executive Board, and International Counselor, in keeping of its books and accounts. She shall keep a permanent file of the minutes of all meetings in chronological order and she shall keep a permanent file of all correspondence with the International Auxiliary Order. She shall also be bonded when funds warrant same.

The Secretary-Treasurer shall handle all monies of the Local Division Auxiliary; shall negotiate and sign all contracts and effect all business transactions under the supervision of the President. She shall hold and disburse all monies that may have been secured through fee, dues assessments or entertainments of any kind.

The Secretary-Treasurer shall make a monthly report to the Local Division Auxiliary business meetings.

ARTICLE XI

LOCAL DIVISION COUNSELOR: DUTIES THEREOF

It shall be the duty of the local division Counselor to attend the regular or special business meetings, and the meetings of the Executive Board of the local division Auxiliary to the Brotherhood of Sleeping Car Porters, whenever it is possible for him to do so. He shall give such counsel and instruction as shall expedite, clarify and keep the policies of the local Auxiliary in harmony with the policies of the Brotherhood. Furthermore, when requested by the local Auxiliary President or Executive Board, he shall counsel and advise that officer or Board in the general work of the Auxiliary and Brotherhood of Sleeping Car Porters. The International President shall designate the local official of the local Brotherhood Division to serve as the local counselor to the Auxiliary and the local counselor may designate a local official or member of the local Brotherhood Division to serve in his stead when deemed advisable.

ARTICLE XII

DELEGATES: DUTIES THEREOF

The delegates shall be the representatives of the Local Auxiliary in all matters to be handled in Convention.

ARTICLE XIII

PORTERESS: DUTIES THEREOF

She shall assist the President at meetings, arranging property, holding elections and in any other way as directed by that officer.

ARTICLE XIV

SENTINEL: DUTIES THEREOF

She shall guard the door during the meetings and admit no one who is not in possession of her membership card and password, except those who are vouched for as being in good standing by a local officer or a member in good standing.

ARTICLE XV

CHAPLAIN: DUTIES THEREOF

The chaplain shall have charge of the devotional exercises and perform such other duties as are required by the Auxiliary.

ARTICLE XVI

WITHDRAWALS: RESIGNATIONS AND TRANSFERS

When a member withdraws, it shall be done in writing. The Secretary-Treasurer shall so state on her ledger account and forward a written report of such withdrawal to the International Secretary-Treasurer. All transfers shall be made in conformity with rules provided on official transfer cards, which shall be obtained from the International Secretary-Treasurer.

Delinquent members shall not be permitted to transfer until all dues and assessments up to and inclusive of the date transfer are paid.

All resignations of officers shall be made in writing, and the same shall be submitted to the Local Division Auxiliary and shall be accepted or rejected by them.

The Local Secretary-Treasurer shall forward to the International Secretary-Treasurer all requests for withdrawals, resignations or transfers.

ARTICLE XVII

VOTING: QUALIFICATIONS FOR

No member will be allowed to cast a vote in a Local Division Auxiliary who is not a member thereof, but she may have a voice on questions of order.

ARTICLE XVIII

VIOLATION OF OBLIGATION AND PENALTIES THEREOF

Any member in good standing may prefer charges against any other member deemed guilty of violation of the obligation of membership or conduct detrimental to the welfare of the Ladies' Auxiliary. The charges shall be preferred in writing to the President of the Auxiliary to which the party accused belongs. The President shall thereupon call the party accused and the party accused will have thirty (30) days within which to file her reply in writing with the President. Whereupon, copies of the original charges and answers will be immediately forwarded to the International President and International Counselor for review. If, in the opinion of the International President and International Counselor, no further investigation is warranted, notice of trial will be furnished to all interested parties, and same will be conducted either in regular or special meetings of the Auxiliary. The selected counsel and witnesses shall be restricted to members in good standing and written evidence from any source, when relevant and proper shall be admissible. Each member of the Auxiliary shall be served with written notice of the date of trial. The members present shall render the verdict. Both prosecution and defense shall retire from the room until the verdict is reached. A two-thirds (2/3) vote of the members present shall be necessary for conviction. If convicted, the penalty shall be either a reprimand, suspension or expulsion.

A member convicted for any cause shall have the right of appeal to the International President, if made within ten (10) days from the date of conviction. The International President shall promptly review the evidence in conjunction with the International Executive Board and the International Counselor. A majority vote of the Board shall be required for a decision. If appeal is taken from this decision, it must be filed with the International President within thirty (30) days, and final hearing will be conducted at the next convention.

ARTICLE XIX

APPLICANTS: QUALIFICATIONS OF

The applicant for membership shall be women relatives of a porter, chair-car porter, train porter, maid, attendant or any other financial member of the Brotherhood of Sleeping Car Porters regardless of race, creed, color or nationality. A woman whose husband died or who was fired unjustly in the opinion of the Brotherhood may continue her membership in the Auxiliary. Women who have been divorced by a porter, attendant or member of the Brotherhood may retain membership if considered acceptable by the Auxiliary.

It is the duty of every member of this Auxiliary to pay all dues and assessments promptly; faithfully attend all meetings of the Auxiliary unless prevented by sickness or other good and sufficiant causes; cheerfully to comply with the laws and regulations and rules; to see that this constitution is not violated by this auxiliary; to be courteous to visiting sisters; to recognize any other member in good standing, as a sister, and never to speak falsely or maliciously of a sister or vilify her character. Any violation of the duties of membership shall be punished as further provided in this constitution.

ARTICLE XX

COMMITTEES

The creation of committees shall be determined as the conditions and necessities of the Division may justify or as otherwise ordered by the International President and International Counselor.

ARTICLE XXI

POLITICS AND RELIGION

The influence or sympathy of the Ladies' Auxiliary shall not be used either for or against any political or religious organization. No local division Auxiliary shall be permitted to engage in any political activities, except in conjunction with a program or policy which may be adopted by the International Brotherhood of Sleeping Car Porters in convention assembled or through joint action of the Brotherhood and International Executive Board perfected through correspondence when the Brotherhood is not in session.

ARTICLE XXII

AUDITING

The books of the Secretary-Treasurer shall be audited by an auditing committee elected by the Auxiliary and her statement of accounts shall be certified to by their signature and the division seal every quarter.

The books and accounts of the Secretary-Treasurer shall be subject to an audit by certified public accountants at any time, under the direction of the International Executive Board of the Ladies' Auxiliary of the International Counselor or the International Executive Board of the Brotherhood.

ARTICLE XXIII

APPLICATION: DISPOSITION OF

Any member in good standing may solicit memberships, filling out the application and promptly forwarding same to the Secretary-Treasurer of the Auxiliary to which application for membership is made. Application shall be voted on at next meeting. If accepted, application will be immediately forwarded to International Secretary-Treasurer, and applicant will be notified of acceptance to membership. The International Secretary-Treasurer will promptly communicate with the applicant, furnishing her with all necessary information, including notice of dues and assessments payable.

APPENDIX

The following resolutions, submitted by the International Counselor, were concurred in by unanimous vote of the First International Convention of the Ladies' Auxiliary Order:

(a) Election of officials of local auxiliaries may be held according to their annual practice and date between the convention of September, 1938, and the next International Convention of the Ladies' Auxiliary Order which will be held in 1940, the third week of September, following the next International Convention of the Brotherhood of Sleeping Car Porters.

(b) WHEREAS, Local Auxiliaries will need a clarification of the Constitution, therefore;

BE IT RESOLVED, That the International President and the International Counselor shall prepare the necessary bulletins to clarify the Constitution and the working procedure of the Ladies' Auxiliary at the earliest possible date.

May 21, 1975

Mrs. Loraine Nelson
1250 West 80th Street
Los Angeles, California 90044

Dear Friend and Sister:

I want you to know that it was a source of great pleasure and inspiration to receive the warm birthday greetings from the sisters who were members of the Auxiliary of the Brotherhood of Sleeping Car Porters.

May I assure you that the work and devotion of the members of the Auxiliary will ever live in my heart.

Please convey my cordial good wishes to all.

Sincerely yours,

A. Philip Randolph

A Birthday Message
from

Lillian Starks
Arvella Williams
Annie Canton
Helen Wade
Loraine Nelson

Progressive Women's Civic Club
Formely
Ladies Auxiliary - B.S.C.P.
With Lots of Love

Mr. & Mrs. Alfred Nelson
1250 West 80th Street
Los Angeles, Calif. 90044

Jane Brooks
Grace D. Lee
Eloise Ambrose
Laura Johnson
Alva Coleman
Alma Heard
Lucille Curls
Louise Pickard
Ola Richards
Clarkie Richardson
Pearl Levy
Mary Thompson
Ann Parks
Victoria Hall
Beatrice Calloway
Cora Thomas
LeeAnna Hammond

BY-LAWS GOVERNING THE COLORED WOMEN'S ECONOMIC COUNCIL (LADIES AUXILIARY OF THE BROTHERHOOD OF SLEEPING CAR PORTERS)

PREAMBLE: It shall be the object of this Council to advance, protect and conserve the interests, economic, social, moral and intellectual of its members; to foster, develop and maintain a constructive interest in the economic status and future of the race, to seek wider economic opportunities for our Negro youth; to increase and capitalize the purchasing power of our group income; to investigate and study all problems and conditions that affect the economical well being of the Negro youth; to stimulate, encourage and develop cooperative societies, labor unions and all constructive enterprises that promise and make for our group development; to emphasize the necessity, value and power of economic organization, education and agitation; to foster the spirit of cooperation in all fields of Negro endeavor, and to combine with various agencies, social, civic, political, educational and religious for the improvement of the conditions of Negro life in the various communities in the country; to cooperate with the Brotherhood of Sleeping Car Porters, to serve as its auxiliary, the vanguard of the Negroes economic emancipation.

ARTICLE I
TITLE AND LOCATION

This organization shall be known as the Colored Women's Economic Council of America; subtitle: Ladies Auxiliary of the Brotherhood of Sleeping Car Porters, with headquarters located in New York City until otherwise ordered by the Convention of the C.W.E.C.of A.

ARTICLE II
OFFICERS

There shall be a president, vice-president, secretary, treasurer, organizers, etc., until otherwise provided for by the Convention.

ARTICLE III
GENERAL ORGANIZER

Section 1. The Executive power of the Colored Women's Economic Council shall be invested in the General Organizer of the Brotherhood of Sleeping Car Porters. He shall have plenary powers and general supervision, promotion and development of all aspects developments, councils, offices and officers of the Council, until otherwise provided for in the Convention assembled.

Section 2. He shall have the power, with the advice of the general executive committee, to appoint all subordinate officials and fix their compensations.

Section 3. He shall have the power to suspend or remove any officer for sufficient cause, with the advice of the General Executive Committee. He shall formulate all policies of the Council in collaboration with the General Executive and Advisory Committees of the Brotherhood, together with the respective president, secretaries and executive committees of the local councils. He shall execute the said policies or cause same to be executed through such subordinate officers as he deems advisable.

ARTICLE IV
PRESIDENT

The national work of organizing and supervising the Council shall reside in the hands of the General Organizer until the National officers are elected or appointed and assume control.

ARTICLE V
GENERAL EXECUTIVE COMMITTEE

The General Executive Committee shall be composed of the presidents and secretaries of the Council, and they shall cooperate and advise with the General Organizer on matters of organizational, educational and agitational policy, either through correspondence or directly, according as conditions warrant.

ARTICLE VI.
CONVENTION

The General Executive Committee and the General Organizer shall formulate the plans for the first Convention which shall be held at the same time of the Brotherhood of Sleeping Car Porters.

ARTICLE VII
LOCAL COUNCILS

Section 1. All local councils of the Council must be organized under the general supervision of the General Organizer.

Section 2. Local councils may be suspended or dissolved by the General Organizer for any infraction of the tentative constitution and by-laws by its local officers.

ARTICLE VIII

The local councils shall conduct public educational meetings once a month or as often as the local situation seems to justify.

ARTICLE IX

Local councils shall be composed of a president, vice-president, secretary, treasurer or executive committee and such other committees as the development of the council may seem to warrant.

ARTICLE X

The local councils shall be subordinate and responsible to the headquarters of the Brotherhood of Sleeping Car Porters, until otherwise provided for in Convention.

ARTICLE XI

The jurisdiction of the councils shall be such as shall have been assigned by the General Organizer.

ARTICLE XII

All literature, application blanks, membership cards and such other paraphenalia which may be required by the local council shall be supplied by the General Secretary-Treasurer of the Brotherhood of Sleeping Car.Porters.

ARTICLE XIII

The local council, president and secretary-treasurer shall be jointly responsible for the disbursements of all funds. The local council secretary-treasurer shall be bonded. The same to be approved by the General secretary-treasurer, payable to the Brotherhood of Sleeping Car Porters until otherwise provided for.

ARTICLE XIV

The resignation of any local council officer must be in writing and addressed to the General Organizer of the Brotherhood of Sleeping Car Porters.

ARTICLE XV

When visiting local councils, any general officer shall be recognized as the superior officer, shall have the right to inspect records, and advise with local officials and organizing committee.

ARTICLE XVI.

It shall be the duty of the president of the local council to preside at all meetings, public and membership of the local council, to advise and cooperate with the executive committee on methods and plans for efficiently and effectively carrying out the policies and programe of the council. She shall be required to report twice a month on the general situation in her council to the General Organizer. She shall be required also to make suggestions from time to time for the general development of the Movement.

Section 2. The vice president shall preside in the absence of the president.

ARTICLE XVII
SECRETARY-TREASURER

It shall be the duty of the local council secretary-treasurer to keep proper records of all proceedings of each meeting, the number present and of all moneys collected and disposed of.

ARTICLE XVIII

The moneys of the local council shall be employed chiefly for the purchasing of paraphenalia, the promotion of education, organization and agitation for the economic advancement of the council and Brotherhood, in particular and the race in general.

BY-LAWS AND RULES

ARTICLE I

The rules of order for the government of the general and local councils shall be Robert's Rules of Order, Revised.

ARTICLE II

Salaries shall be paid officials when necessary and possible, the same to be fixed by the General Organizer until otherwise provided for in Convention.

ARTICLE III

The following oath must be taken by all officers of the General and Local Councils: "I do solemnly swear (or affirm) that I will faithfully and honorably fulfill the duties of this office which I am about to assume to the best of my ability and pledge my undivided allegiance to the Constitution and By-Laws of the Council and the principle advocated by the Brotherhood of Sleeping Car Porters."

ARTICLE IV

This Constitution and By-Laws shall be amended by the General Executive Committee in consultation and collaboration with the General Organizer until otherwise provided for by the Convention.

ARTICLE V

The joining fee of the Colored Women's Economic Council or the Ladies Auxiliary of the Brotherhood of Sleeping Car Porters shall be one ($1.00) dollar and forty cents a month shall constitute the dues until otherwise provided for in Convention assembled.

ARTICLE VI

The influence of sympathy of the Colored Women's Economic Council shall not be used in favor of any political or religious organization whatever. No partisan, political discussions shall be permitted in any meetings of the general or local councils.

ARTICLE VII

All necessary expenses incurred by the general or local officers while in performance or discharge of their official duties in the interest of the Council, shall be paid from the treasury of the local or general body.

ARTICLE VIII
MEMBERSHIP

Any woman of the Negro race is eligible to membership in the Council or who is a wife or relative of a Pullman porter, or one who is sympathetic with the aims and objects and methods and principles of the Brotherhood of Sleeping Car Porters.

PROGRAM FOR THE
COLORED WOMEN'S ECONOMIC COUNCIL

1. Call meeting and form temporary organization

2. Select temporary secretary. The secretary should list the names and addresses of all the women present and systematically enter them in a membership book.

3. Call second meeting in the next two weeks following the first. In calling second meeting, notify all of the ladies of the fact that they are to go into permanent organization by the election of officers. If there is any difficulty in settling on a president, the organization may function with a secretary-treasurer until at such time as it is possible to elect a president. It is desirable however, that the permanent organization begins with a full set of officers.

4. At the second meeting the Constitution of the Organization ought to be read if possible. It should be read and accepted and ratified as soon as possible.

5. If conditions in a district would seem to indicate that a porter would be victimized by the Pullman Company if his wife served in an official capacity in the Council, it will be sound policy not to have a Pullman porter's wife serve openly for the Council. It is quite unlikely, however, at this stage of the Organization, that the Pullman Company would attempt to take reprisals against a Pullman porter because of the activities of his wife in this Council.

6. A supply of application blanks will be placed in the hands of the secretary-treasurer, also dues cards. No delay in organization is necessary, however, because of the absence of these paraphernalia.

7. Any girl or woman is eligible to membership in the Council who is a relative of a Pullman porter or sympathetic with the aims and object of the Brotherhood of Sleeping Car Porters.

8. The Council should organize an Economic Vigilance Committee whose purpose it will be to watch out for all forms of economic discriminations against the Negro, such as the replacing of Negro workers by white workers in any field, the paying of Negro workers less than white workers, the barring of Negro workers from certain fields of industry. It should keep strict watch over the merchants of the city in order to intelligently oppose the policy of any shop keeper which discriminates against the Negro patrons, either with respect to price of goods sold them or the manner of service given.

9. The Council should watch out to protect the race against movements calculated to segregate the Negro, thereby depreciating Negro property values.

10. It should stimulate and encourage the spirit of home owning among Negroes. Where conditions prevail that are against any extensive home owning on the part of the masses such as obtain in New York, Chicago, and some of the big cities, the Council should be active in lending its aid and support in protecting its members from the rapacity of conscienceless landlords. It should study the rent laws in every city so as to be prepared to give constructive advice to the Negroes on matters involving their interests as tenants.

11 The Council should study the co-operative movement so that it will be able to advise the Negro in order that he might utilize the co-operatige principle of buying food, clothing, and shelter. This method has been tested by experience in America and Europe as being very effective in increasing the purchasing power of the dollar. In the big cities, apartments may be bought on the co-operative plan. A co-operative group may be begun by three or four persons who come together and agree upon a certain plan for purchasing certain things. They simply agree to put into a common fund a certain amount of money at certain periods. The amount agreed upon to begin with ought to be quite small so that no one will be materially inconvenienced. The members could meet in each other's homes from time to time. It is not necessary to rent any special place for the co-operative society. It will be advisable for the Council to organize a committee for the study of the co-operative movement. It might be appropriately termed the Co-operative Committee.

12. The Council ought also to organize a Trade Union Committee whose duty it shall be to study the trade union movement as a whole and especially in relation to Negroes. The committee should take up all discriminations against Negro workers by white unions and resolutely fight for the right of Negro workers to join various trade unions. Wherever it is found impossible for Negroes to join a white union, the Negro workers should be advised and encouraged to form an independent union of their own. They should be advised however, against permitting themselves to be pitted against the white unions by the white bosses whose object is to reduce wages.

13. The Council should advocate higher efficiency on the part of Negro workers, so that they may be able legitimately to demand the same wages received by white workers. Industry, thrift, sobriety, responsibility, honesty and courtesy should be emphasized as indispensable constituents of efficiency.

14. The Council should be ever alert in seeking new and better employment for Negro men and women, and the Negro youth of training who are coming out of schoole and colleges.

15. The Council should organize a Negro Business Committee whose purpose it shall be to encourage the patronizing of Negro concerns by Negro consumers. This course of action is necessary since it affords opportunities to Negro yough of training which they would otherwise be denied. This is a step toward economic independence for the group. Negro businesses, on the other hand, should be warned and advised on the necessity of their giving the same quality of commodities, service, for the same price

given by white enterprises, that they cannot expect Negroes to patronize them merely because they are Negroes. They must be shown that it will be necessary for them to compete with white business men for Negro trade, otherwise, they might be encouraged to depend upon race also for business success and consequently develop a dangerous inefficiency, which would spell disaster in the end. Care should be taken not to launch any special campaign of opposition to white business men merely because they are white. This is absolutely unsound, since the majority of Negroes in every city are employed by white people. Besides it would tend to fan the flames of race prejudice. Negroes can be shown that it is logical, wise and advantageous for them to support their own race business men because of the fact that it economically strengthens the entire group.

16. The Council should form a committee on employment whose purpose it should be to investigate all of the white concerns doing business in Negro communities, and insist upon their hiring some Negro help. A systematic campaign should be planned to this end wherever opposition is met with.

17. The Council should co-operate with all civic, social, educational and religious agencies that make for the advancement and improvement of Negro interests in the community.

18. The Council should be ever alert to guard against movements that are calculated to circumscribe and limit educational opportunities and facilities for the Negro.

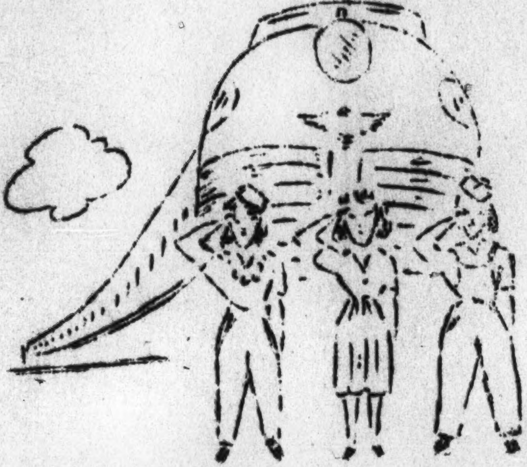
IMMEDIATE PROGRAM

1. The Council should plan an entertainment committee whose purpose it should be the giving of various affairs such as dances, parties, concerts, etc., with a view to raising revenue for the organization. SUGGESTIONS: Bus rides, boat rides, outings, etc.

2. The Council should cooperate with the local organization of the Brotherhood of Sleeping Car Porters with a view to getting porters to join the Brotherhood, to pay dues. It should seek to break down all opposition to the Brotherhood which is founded upon ignorance, fear or prejudice, by persistent, unemotional, logical arguments.

3. The Council should urge the women to attend the public meetings of the Brotherhood. It should organize the ushers to handle the seating of people and the taking up of collections at meetings. It should help in the advertising of said meetings. It should lend both moral and financial support whenever requested and able.

4. The Council should plan to send a delegate or delegates to conferences or congresses of white women whose purpose it is to discuss problems affecting the economic life of the community or nation.



WOMEN'S AUXILIARY-

JOSH WHITE
and his Guitar

*

ALMANAC SINGERS

*

"372" QUINTET

*

Prominent Guest Speakers:
CHARLES A. COLLINS
Hotel and Club Employees Union
REV. WM. L. IMES
St. James Presbyterian Church

*

MIRIAM MURPHY
Transport Workers Union
will install the officers.

OPEN INSTALLATION
OF OFFICERS

Women's Auxiliary
Dining Car Employees'
Union - Local 370

8:30 P.M.

MONDAY, MAY 4

WITOKA CLUB

222 West 145 St.

ENTERTAINMENT

DANCING

REFRESHMEN